

## **Errata**

The 2006 survey that follows reflects new information provided by the City of Anaheim that was missing from the earlier published version of this report. The updated information, included in the Retiree Benefits section, pertains to the retirement formula used by the City of Anaheim.

On page 16, the effective dates were incorrect in the earlier published version of this report. The dates in the following report are correct.



November 5, 2007

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# **2006 Survey of Total Compensation for Firefighters in California**

**Department of Personnel Administration**  
**Labor Relations Division**  
**Office of Financial Management and Economic Research**  
1515 S Street, North Building, Suite 400  
Sacramento, California 95814



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## 2006 Survey of Total Compensation For Firefighters in California

### Summary

This survey complies with the requirements of Government Code 19827.3, which states: “to provide comparability in pay, the Department of Personnel Administration shall take into consideration the salary and benefits of other jurisdictions employing 75 or more full-time firefighters in California.”

The California Department of Personnel Administration contracted with Cooperative Personnel Services (CPS) to conduct this survey during September 2006. It covered seven rank-and-file classifications and one management classification in 21 cities and counties in five geographic regions of the state and the federal government. (Tables 1 and 2 show the jurisdictions and job classifications surveyed.)

The data we collected allows us to compare total compensation: base salary and overtime, benefits, and various incentive payments. Although our goal was to establish comparability of the total package, this report also shows how the individual compensation components compare across jurisdictions.

- The State’s total compensation for the Unit Chief benchmark is 39 percent higher than the federal level, even taking into account the five federal geographic pay differences.
- California Department of Forestry and Fire Protection (*CAL FIRE*) does not have a recruitment problem. *CAL FIRE* receives thousands of applications whenever it holds a firefighter exam, allowing it to select the best and the most qualified from the pool of applicants. The department also received funding in 2006 to hire and train more employees to replace an increasing number of retiring firefighters.
- The State lags or leads in total compensation based on regional variations and on the rank-and-file classification. (All regional data calculations are unweighted.) In the Central Valley region, the State leads in all classifications. In the Sacramento and the San Diego regions, the results are mixed: In both regions, the State leads in 2 and lags in 5 classifications. The State lags in the Bay Area and the Los Angeles region in all classifications.
- The weighted results indicate the State lags local fire departments in total compensation for rank-and-file firefighters. The regularly scheduled “planned” overtime and premium/incentive pay, when added to the monthly maximum pay the State pays its rank-and-file firefighters, significantly reduces the *total compensation* lag.

- During the fire season (May to October) in particular, *CAL FIRE* firefighters earn additional compensation in the form of unplanned emergency overtime. In 2006, the monthly average emergency overtime paid to all the surveyed firefighters ranged from a high of \$6,157 in July to a low of \$1,011 in January.
- For the calendar year 2006, the 12-month average in emergency overtime paid to all the surveyed firefighters is \$2,334. When the \$2,334 is added to the estimated annual average total compensation (\$8,450), the annual average total compensation increases 27.6 percent.
- The State provides a statutory contribution for retiree health care that, once a member is vested, guarantees the employer contribution. The local agencies that contract with CalPERS for retiree benefits are not under the same statutory obligation to provide the same level of contribution to retiree health care as the State. The local agencies vesting policies and retiree health care contributions are set by bargaining contracts with local employees.

## State of California Firefighters – Background

The California Department of Forestry and Fire Protection (*CAL FIRE*), under the policy direction of the Board of Forestry, is the primary employer of firefighters for the State of California. The areas of *CAL FIRE* responsibility, referred to as “state responsible areas” (SRA), mostly consist of privately owned forestlands, watersheds, and rangelands.

State firefighters also provide local fire protection services in areas where city and county governments contract with *CAL FIRE* for such services, because either the services are otherwise unavailable or they want to augment existing service. The chart in Appendix B lists the local services *CAL FIRE* provides. Some of the local areas may have multiple agreements with *CAL FIRE* but we list the name only once.

In addition, six “contract counties” provide fire protection in SRA areas on behalf of *CAL FIRE*; the State pays the counties for these services. These contract counties are Los Angeles, Marin, Orange, Kern, Santa Barbara, and Ventura.

Federal firefighters are first responders in federally controlled areas for containment and control of hazardous materials fires and for fires involving buildings, shops, warehouses, fuels, and explosives storage areas. Their duties also include fire suppression in these areas, as well as fighting shipboard fires and fires on piers; airfield and aircraft fires (e.g. fighters, bombers, cargo, and passenger); and rescue operations.

## Survey Methodology

CPS collected, reviewed, validated, and compiled all the data for this survey. DPA also revised, validated, and analyzed the data CPS compiled.

In September 2006, CPS mailed a survey questionnaire to the 21 local fire departments DPA identified as meeting the requirement for employing at least 75 full-time firefighters and by telephone contacted the U.S. Office of Personnel Management’s regional office. DPA also chose this sample to reflect geographic diversity and different population sizes, while keeping the number of participants to a manageable number for analysis purposes. For the City of Bakersfield, City of Fresno, and Sacramento Metropolitan Fire District, CPS obtained the survey information from their Web sites, local labor contracts, and telephone calls and emails directly to the organization contact person on any questions that needed validation.

The questionnaire asked for salary data along with pay incentives and benefits for seven rank-and-file classes and one management class. In selecting these benchmarks, DPA chose classes for which the jurisdictions most likely would have matches. The survey asked participants to identify the job classifications for which they were supplying data to allow CPS to verify they matched the benchmark classes in the survey.

CPS also validated and obtained special pay incentive data by reviewing local labor contracts.

CPS computed the mean and median by maximum salary, by total cash, and by total compensation. CPS also calculated the weighted salary, weighted total cash, and weighted total compensation. CPS did not weight the federal data because the federal government did not provide the number of incumbents in the benchmark classes.

**Table 1 – Fire Departments Surveyed**

<b>Sacramento/Northern California</b>
City of Roseville City of Sacramento Sacramento Metro Fire District
<b>Bay Area</b>
City of Berkeley City of Oakland City/County of San Francisco County of Contra Costa County of Santa Cruz
<b>Central Valley</b>
City of Bakersfield City of Fresno City of Modesto County of Kern
<b>Los Angeles Area</b>
City of Anaheim City of Long Beach City of Los Angeles City of Santa Ana County of Los Angeles County of Ventura
<b>San Diego/Southern California</b>
City of San Diego City of Riverside City of Chula Vista
<b>Federal Government</b>

Note: Survey counted federal government data individually for each of the five regions.

**Table 2 – Job Classifications Surveyed  
("Benchmark Classes")**

<b>Rank-and-File</b>
Firefighter II Firefighter II - Paramedic Fire Apparatus Engineer Fire Apparatus Engineer - Paramedic Fire Captain Fire Captain - Paramedic Battalion Chief
<b>Management</b>
Unit Chief



## Data Collected

In deciding what data to collect for this survey, we focused on the employer's significant costs for employee compensation. That strategy led us to collect the following data:

- Minimum and maximum salary levels as of July 1, 2006
- Educational incentives, Emergency Medical Technician (EMT) and Paramedic premium pays, as applicable<sup>1</sup>
- Other cash and pay incentives such as retention/longevity pay, as applicable<sup>2</sup>
- Employer paid employee share of retirement contribution
- Employer-paid health care, dental care, and vision insurance<sup>3</sup>
- Employer-paid Social Security and/or Medicare

Where we found instances of employer-paid employee retirement contribution and employer contributions to employees' deferred compensation plans, we included those amounts in the total compensation calculations.

In addition, we also collected data on hours worked, overtime, vacation, sick leave, holidays, and retirement formulas. Appendices D, H, and I summarize these data except for overtime.

Appendix A explains our assumptions used in analyzing the data for this survey.

## Survey Findings

Our comparisons to local fire departments and the federal government cover seven rank-and-file job classifications. We were unable to find a local match for the State's management classification (Unit Chief), so for that comparison we used the federal government's Regional Fire Management Officer. (It's not surprising that local fire departments, responsible for a much smaller geographical area than the State, do not have a management class comparable to the State's.)

Table 3 lists the State's firefighting classes ("benchmark classes") and the number of survey participants that use classes matching these benchmarks. As the table shows, all 26 of the survey participants use the Fire Apparatus Engineer and Fire Captain classes. For the management comparison, although the federal government was the only survey participant with a matching class, we collected salaries for this class in five geographic areas of the state and counted them individually.

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<sup>1</sup> Pay incentives are at the monthly maximum level allowed by the local labor contracts for 2006. Educational incentives are at the Fire Science Certificate and/or AA degree level. We assumed that the maximum educational incentive at the Master's degree level was too high for all firefighters.

<sup>2</sup> We did not include hazardous materials pay, bilingual pay, or other special pays because only a small number of employees receive them, and because special pays are not significant factors influencing most employees' employment decisions.

<sup>3</sup> Medical, dental, and vision benefits reflect the family rate (individual plus two or more dependents) and the plan most commonly chosen by the employee. If a cafeteria plan was available, we used the rate that covers the employee plus two or more dependents. Appendix F breaks out the monetary amounts provided by employers.

**Table 3 – Count of Matched Classifications**

Benchmark Classification	Number of Matches
Firefighter II	24
Firefighter II–Paramedic	15
Fire Apparatus Engineer	26
Fire Apparatus Engineer–Paramedic	13
Fire Captain	26
Fire Captain–Paramedic	14
Battalion Chief	25
<b>Management</b>	
Unit Chief	5

Overall, we found the State of California lags local fire departments in total compensation paid to its rank-and-file firefighters. The greatest lag (using weighted data) occurred with the Fire Captain-Paramedic class, where the State pays 26 percent less than its local counterparts.

Table 4 displays the total compensation comparisons using weighted data. (Weighting was done by budgeted position counts.) The weighting process accounts for the larger number of incumbents employed in the benchmark classes by certain local fire departments, such as the City of Los Angeles and Los Angeles County, so their compensation levels carry greater weight in calculating the median.

Table 5 displays the same comparisons using unweighted data. This unweighted data reduces the difference between State and local total compensation, but the State still lags: from 3.7 percent for Battalion Chiefs to 21.5 percent for Firefighter Paramedics.

The management class (Unit Chief) is the only benchmark where the State does not lag the market in total compensation. The Regional Fire Management Officer classification, used by the U.S. Bureau of Land Management, is the only class we identified that is comparable to the Unit Chief class. The State's total compensation for this benchmark is 39 percent higher than the federal level, even taking into account the five federal geographic pay differences. (We were unable to weight the data for this category because information on the number of incumbents in the federal classes was unavailable.)

**Table 4 – Total Compensation Comparisons**  
(weighted data)

Classification	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median Total Compensation
Firefighter II	\$6,616	\$8,163	-23.4%
Firefighter II-Paramedic	\$7,571	\$9,488	-25.3%
Fire Apparatus Engineer	\$7,404	\$8,925	-20.5%
Fire Apparatus Engineer-Paramedic	\$8,361	\$9,912	-18.6%
Fire Captain	\$8,371	\$10,129	-21.0%
Fire Captain-Paramedic	\$9,361	\$11,797	-26.0%
Battalion Chief	\$11,465	\$12,983	-13.2%
Unit Chief	\$12,596	NA	NA

**Table 5 – Total Compensation Comparisons**  
(unweighted data)

Classification	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median Total Compensation
Firefighter II	\$6,616	\$7,148	-8.0%
Firefighter II-Paramedic	\$7,571	\$9,201	-21.5%
Fire Apparatus Engineer	\$7,404	\$8,110	-9.5%
Fire Apparatus Engineer-Paramedic	\$8,361	\$9,723	-16.3%
Fire Captain	\$8,371	\$9,351	-11.7%
Fire Captain-Paramedic	\$9,361	\$11,090	-18.5%
Battalion Chief	\$11,465	\$11,893	-3.7%
Unit Chief	\$12,596	\$7,687	39.0%

Table 6 (weighted data) and Table 7 (unweighted data) provide further detail on the differences between the State and the rest of the firefighter labor market. The tables present the medians for three categories: maximum base salaries, total cash payments (base salary, planned overtime, employer contribution to deferred compensation, and premium/incentive pay), and total compensation (salary, other cash payments, and benefits, which include employer-paid employee retirement contributions and employer contributions to health, dental, vision and Social Security/Medicare). The median is a better approximation of average salary than the mean, as the median is unaffected by extreme highs and lows.

The weighted data in Table 6 shows that even though the State's maximum *base salary* lags the labor market by as much as 94.3 percent (for Firefighter II-Paramedic), when other elements of compensation are counted, particularly planned overtime, the *total compensation* lag shrinks significantly (to 25.3 percent).

The regularly scheduled "planned" overtime the State pays its rank-and-file firefighters goes a long way toward reducing the total compensation lag with the local fire departments. For

example, of the estimated \$5,562 total monthly cash a State Firefighter II earns, \$1,877 comes from planned overtime.<sup>4</sup> (See Table 10 for estimated planned overtime payments.)

The section “Calculating Overtime for Firefighters” on page 9 covers the overtime issue in detail, including the federal labor law exemption that applies to firefighters.

The maximum base salary for federal firefighters is in line with the earnings of *CAL FIRE* firefighters. For example, the State’s \$3,374/mo. maximum base salary falls between a federal firefighter’s maximum base salary in Central California (\$3,071/mo.) and the Bay Area (\$3,512/mo.) However, federal rank-and-file firefighters generally work a standard 40-hour workweek and do not earn overtime pay on a regular basis. (They do during emergencies.)

Overtime, along with other cash payments such as various incentive pays, plays a bigger role in “equalizing” the State’s compensation package than its retirement contribution. That’s because local fire departments pay a larger share of the employee retirement cost. For example, in 11 of the local fire departments we surveyed, the employer pays the “employee” retirement contribution of 9 percent (percentage of base salary). In Kern County, the employer pays an “employee” contribution of 14.6 percent, the highest among the jurisdictions we surveyed. By comparison, the State’s contribution for the employee’s share of the firefighter pension is 2 percent.

For four of the rank-and-file benchmark classes – Firefighter II, Firefighter II-Paramedic, Fire Apparatus Engineer, and Fire Captain Paramedic – the total compensation lag decreased further when factoring in benefits, as shown in the weighted data on Table 6. However, even for these four classes, the reduction in the State’s lag was due primarily to planned overtime and premium/incentive pay.

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<sup>4</sup> The 2006 salaries are based on weighted monthly total cash earnings and include incentives/premium pays. *CAL FIRE* provided the formula for calculating the estimated planned overtime payments.

## Retiree Benefits

With respect to retirement benefits, we found that 13 departments participate in CalPERS for active and retired employee benefits as Contracting Local Agencies. Thirteen (13) of the 21 local fire departments we surveyed participate in CalPERS retirement, 12 under a 3%-at-50 formula, and one, the City of Sacramento, participates in CalPERS under a 3%-at-55 formula. The other 8 departments are not CalPERS retirement participants; they have either a 1937 Act Retirement plan or their own city or county plan. For example, the City of San Francisco provides its own retirement and health programs. (See Appendix I for details.)

Public agencies participating in the retirement program do not have to participate in the CalPERS health benefits program--in this regard, it should be noted that the City of Sacramento provides health care outside of CalPERS. In the CalPERS Health Program, public agencies must cover their retirees, and the benefits that CalPERS retirees receive are the same benefits whether the firefighter is a local department employee or a State retiree. The benefits continue as long as the local department contracts with CalPERS. While the benefit structure (type of health care, plan design, etc.) is the same, differences that may occur in the employer contribution for retiree premiums are due to local labor contracts between the fire departments and its employees. These differences can include the vesting policy for health care or the premium share that the department is paying. However, the State provides a statutory contribution that, once a member is vested<sup>5</sup>, guarantees the employer contribution and may, in some circumstances, pay 100 percent of the retiree's health care premium. The local agencies are not under the same obligation. Although City of San Francisco did state that, their health care continues for the retiree's lifetime, as long as the retiree pays the premiums. If the retiree is cut-off for non-payment, there is the opportunity to re-enroll during the next open enrollment period.

All but two of the surveyed fire departments provide some form of health benefit for retiree-only and retiree plus spouse. (See Appendix J and K for details.) State contributions are comparable to nine of the fire departments for retirees-only. However, only four exceed the State's retiree-plus-family contribution. For a vested retiree, the 2006 State contribution is \$394 per month for retiree-only coverage, \$738 for retiree plus spouse, and \$933 for retiree plus family.

The Federal Employees Retirement System covers federal firefighters.

All of the jurisdictions we surveyed provide their active firefighters with health, dental, and vision insurance plans, or a cafeteria plan the employee can apply to this coverage. The State contribution for 2006 is \$906/mo. towards a firefighter's health, dental, and vision insurance. This dollar amount is on par with the other jurisdictions except the federal government, which reported it paid its firefighters \$316/mo. for a combined health, dental, and vision benefit.

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<sup>5</sup> After 10 years of service, the employee is eligible to receive 50 percent of the State's contribution towards the cost of the monthly health care premium. For employees with 11 to 19 years of service, the employee is eligible to receive 50 percent plus an additional 5 percent for each year of service over 10 years. After 20 years of service, the employee is eligible to receive 100 percent of the State's contribution upon retirement. That contribution may pay 100 percent of the retiree's health care premium, depending on the plan chosen by the retiree. The State's contribution to retiree health care is based on the weighted average premium of the four health plans with the greatest active employee enrollments. Generally, represented employees first hired before 1/1/89 are not subject to vesting, nor are non-represented employees first hired before 1/1/90.

**Table 6 – Comparison of the Medians for Base Salary, Total Cash, and Total Compensation**  
*(weighted data; figures represent monthly amounts)*

Classification	State of California Maximum Base Salary	Labor Market Median Maximum Base Salary	% State of California is Above or Below Median Base Salary	State of California Total Cash	Labor Market Median Total Cash	% State of California is Above or Below Median Total Cash	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median Total Compensation
Firefighter II	\$3,374	\$6,041	-79.0%	\$5,562	\$6,956	-25.1%	\$6,616	\$8,163	-23.4%
Firefighter II-Paramedic	\$3,644	\$7,082	-94.3%	\$6,498	\$8,216	-26.4%	\$7,571	\$9,488	-25.3%
Fire Apparatus Engineer	\$3,849	\$6,805	-76.8%	\$6,329	\$7,682	-21.4%	\$7,404	\$8,925	-20.5%
Fire Apparatus Engineer-Paramedic	\$4,120	\$7,762	-88.4%	\$7,267	\$8,474	-16.6%	\$8,361	\$9,912	-18.6%
Fire Captain	\$4,432	\$7,795	-75.9%	\$7,271	\$8,763	-20.5%	\$8,371	\$10,129	-21.0%
Fire Captain-Paramedic	\$4,723	\$9,125	-93.2%	\$8,241	\$10,441	-26.7%	\$9,361	\$11,797	-26.0%
Battalion Chief	\$5,643	\$10,226	-81.2%	\$10,296	\$11,205	-8.8%	\$11,465	\$12,983	-13.2%
Unit Chief	\$8,042	NA	NA	\$11,352	NA	NA	\$12,596	NA	NA

NOTE: Total Cash includes all estimated premium pay incentives and FLSA overtime.

**Table 7 – Comparison of the Medians for Base Salary, Total Cash, and Total Compensation**  
*(unweighted data; figures represent monthly amounts)*

Classification	State of California Maximum Base Salary	Labor Market Median Maximum Base Salary	% State of California is Above or Below Median Base Salary	State of California Total Cash	Labor Market Median Total Cash	% State of California is Above or Below Median Total Cash	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median Total Compensation
Firefighter II	\$3,374	\$5,483	-62.5%	\$5,562	\$6,181	-11.1%	\$6,616	\$7,148	-8.0%
Firefighter II-Paramedic	\$3,644	\$6,775	-85.9%	\$6,498	\$7,599	-16.9%	\$7,571	\$9,201	-21.5%
Fire Apparatus Engineer	\$3,849	\$6,309	-63.9%	\$6,329	\$6,924	-9.4%	\$7,404	\$8,110	-9.5%
Fire Apparatus Engineer-Paramedic	\$4,120	\$7,175	-74.2%	\$7,267	\$7,950	-9.4%	\$8,361	\$9,723	-16.3%
Fire Captain	\$4,432	\$7,237	-63.3%	\$7,271	\$8,000	-10.0%	\$8,371	\$9,351	-11.7%
Fire Captain-Paramedic	\$4,723	\$8,758	-85.4%	\$8,241	\$9,769	-18.5%	\$9,361	\$11,090	-18.5%
Battalion Chief	\$5,643	\$9,009	-59.6%	\$10,296	\$10,073	2.2%	\$11,465	\$11,893	-3.7%
Unit Chief	\$8,042	\$6,920	14.0%	\$11,352	\$7,266	36.0%	\$12,596	\$7,687	39.0%

NOTE: Total Cash includes all estimated premium pay incentives and FLSA overtime.

## Regional Variations

Tables 8 and 9 break out regional variations in total compensation to show where the State lags or leads the most. (All regional calculations are based on unweighted data.) This data shows the State consistently lagging in the Bay Area and the Los Angeles region (except for the Unit Chief class). The Fire Captain class shows the highest percentage lag in the Bay Area (36.9 percent) and for the Fire Captain Paramedic in the Los Angeles region (24.4 percent). For Firefighter II, the State does not have any lag when compared to the San Diego region.

As illustrated in Table 9, this regional breakdown also shows areas where the State's compensation package leads other employers. For instance, in the Central Valley, the State's monthly total compensation is \$491 more for Firefighter II-Paramedics, \$628 more for Fire Apparatus Engineer-Paramedics, \$522 more for Fire Captain-Paramedic, and \$1,670 more for Battalion Chiefs, compared to the median of other employers surveyed in that region.

In the Sacramento region, the State lags other employers the most for Firefighter II-Paramedic (\$534/mo.), Fire Apparatus Engineer (\$525/mo.), and Fire Captains (\$602/mo.)

**Table 8 – Percent State Lags or Leads Other Employers in Total Compensation, By Region**  
(percentage indicates amount State is above or below the unweighted median for that region)

Classification	Sacramento Region	Bay Area	Central Valley	Los Angeles Region	San Diego/ South Region
Firefighter II	-4.2%	-31.8%	1.6%	-17.3%	0.0%
Firefighter II-Paramedic	-7.1%	-27.8%	6.5%	-20.4%	-22.3%
Fire Apparatus Engineer	-7.1%	-28.5%	4.1%	-14.3%	-3.3%
Fire Apparatus Engineer-Paramedic	3.1%	-22.2%	7.5%	-19.8%	-8.8%
Fire Captain	-7.2%	-36.9%	3.1%	-15.8%	-4.9%
Fire Captain-Paramedic	0.7%	-23.7%	5.6%	-24.4%	-28.0%
Battalion Chief	-0.8%	-16.4%	14.6%	-9.2%	5.5%
Unit Chief	37.7%	32.2%	40.4%	39.0%	39.0%

**Table 9 – State Firefighter Total Compensation Compared to Other Employers, By Region**  
(dollar amounts for regions reflect unweighted median monthly total compensation for that region)

Classification	State of California	Sacramento Region	Bay Area	Central Valley	Los Angeles Region	San Diego/ South Region
Firefighter II	\$6,616	\$6,892	\$8,718	\$6,511	\$7,764	\$6,618
Firefighter II-Paramedic	\$7,571	\$8,105	\$9,678	\$7,081	\$9,115	\$9,261
Fire Apparatus Engineer	\$7,404	\$7,929	\$9,514	\$7,104	\$8,466	\$7,652
Fire Apparatus Engineer Paramedic	\$8,361	\$8,105	\$10,216	\$7,733	\$10,018	\$9,098
Fire Captain	\$8,371	\$8,973	\$11,463	\$8,108	\$9,696	\$8,781
Fire Captain-Paramedic	\$9,361	\$9,291	\$11,581	\$8,839	\$11,647	\$11,980
Battalion Chief	\$11,465	\$11,561	\$13,342	\$9,795	\$12,524	\$10,834
Unit Chief	\$12,596	\$7,848	\$8,536	\$7,504	\$7,687	\$7,687

## Calculating Overtime for Firefighters

Due to the nature of firefighting work, the federal Fair Labor Standards Act (FLSA) allows employers to set “work periods” for firefighters that exceed the traditional 40-hour workweek. The work period must be at least seven consecutive workdays; it may extend up to a maximum of 28 consecutive workdays.

Table 10 shows the maximum duty hours for each work period after which the employee is entitled to FLSA overtime pay. The same federal regulations also cover local firefighters.

**Table 10 – Maximum Duty Hours Allowed (Rounded) Each Work Period Before Overtime Begins**

Consecutive-Day Work Period	Maximum Duty Hours Before Overtime Begins
28	212
27	204
26	197
25	189
24	182
23	174
22	167
21	159
20	151
19	144
18	136
17	129
16	121
15	114
14	106
13	98
12	91
11	83
10	76
9	68
8	61
7	53

Source: US Department of Labor, Fair Labor Standards Act, Title 29, Chapter V, Code of Federal Regulations, Part 553, Sub Part 553.230

<[http://www.dol.gov/dol/allcfr/ESA/Title\\_29/Part\\_553/29CFR553.230.htm](http://www.dol.gov/dol/allcfr/ESA/Title_29/Part_553/29CFR553.230.htm)>

State firefighters, paramedics, and fire captains have a seven consecutive-day work period with three 24-hour shifts (for a total of 72 duty hours) and a 53-hour work period. Thus, the State pays *CAL FIRE* firefighters 19 hours of FLSA overtime (called “planned overtime”) during each work period (seven days), calculated by subtracting 53 hours of “regular time” from the 72 hours on duty time.

State rank-and-file firefighters planned overtime is 1.5 times their regular hourly rate. Local bargaining agreements determine whether FLSA overtime is paid at .5 times or 1.5 times the regular hourly rate.



**Table 11 – CAL FIRE Firefighter Monthly Planned Overtime Pay**

Classification	State of California Planned Overtime
Firefighter II	\$1,877
Firefighter II-Paramedic	\$2,024
Fire Apparatus Engineer	\$2,136
Fire Apparatus Engineer-Paramedic	\$2,283
Fire Captain	\$2,454
Fire Captain-Paramedic	\$2,612
Battalion Chief (appointed on or before May 12, 2006)	\$4,183
Battalion Chief (appointed after May 12, 2006)	\$2,422

Note: CAL FIRE provided the formula for calculating the estimated planned overtime pay.

As illustrated in Table 11, the State's planned monthly overtime ranges from an estimated \$1,877 for Firefighters II to \$4,183 for Battalion Chiefs.<sup>6</sup>

FLSA regulations state that the calculation for overtime must include salary and bonuses such as shift differentials, hazardous duty pay, extra pay for educational degrees, and longevity pay.

Federal firefighters do not receive FLSA overtime, as they generally work 40 hours per week.

### **Unplanned Emergency Overtime**

Unplanned emergency overtime is separate from and in addition to the "planned" overtime. We called and received emergency overtime estimates from 12 local fire departments and the estimated number of firefighters who benefited from the overtime. The data is not comparable, as we do not have the data by classifications or for consistent time-periods. Ten departments provided data for 2006 calendar year, two for their 2005-06 fiscal year. Thus, we do not include the unplanned overtime in the calculation of total compensation in this report. (See Appendix L for details on the unplanned emergency overtime the State paid by pay period and by rank-and-file classification during the 2006 calendar year.)

Events, such as wildland fires, floods, or earthquakes, occur irregularly and in an unpredictable manner and may require extended work hours from firefighters. The CAL FIRE overall strategy is to provide an immediate response to fires and limit all fires to 10 acres or less rather than allowing fires to run their course<sup>7</sup>. However, with larger fires, CAL FIRE firefighters may work beyond their planned duty hours and they earn unplanned overtime during any extended emergencies. Average monthly emergency overtime in 2006 ranged from a high of \$6,157 in July to a low of \$1,011 in January. When the 12-month average \$2,334 in emergency overtime pay is added to average total compensation, monthly total compensation increases by 27.6 percent.

Since local fire departments provide mutual aid and respond to emergencies regardless of the jurisdiction, they provide assistance to other local departments and to CAL FIRE. Some of these

<sup>6</sup> For Battalion Chiefs appointed after May 12, 2006 the estimated reduction in planned overtime is \$1,761.

<sup>7</sup> Legislative Analyst's Office, California's Wildland Fire Protection System, April 12, 2005, pg.5.

emergencies may require them to work for extended periods and they earn extra compensation in the form of emergency overtime. At the 12 local fire departments, firefighters gross annual estimates of emergency overtime ranged from \$705,000 to \$10.7 million. Based on the number of incumbents who benefited, the estimated monthly average for the firefighters ranged from \$2,600 to \$25,000.

## **Recruitment and Retention Issues**

Since June 2005, *CAL FIRE* has experienced vacancy rates ranging from 16.4 percent to 26.7 percent among Firefighters II. Seasonal fluctuations account for a large share of these vacancies. Another factor is the increasing number of retirements among Fire Engineers and Fire Captains. As personnel promote through the ranks, from Firefighter II to Engineer to Captain, it creates vacancies at the Firefighter II level.

Training capacity affects the State's ability to fill these vacancies. According to *CAL FIRE*, the State receives thousands of applications each time it holds a firefighter exam, allowing it to select the best and most qualified from the large pool of applicants. Normally, these new recruits go immediately to the Fire Academy for training, but currently the Academy lacks the capacity to handle all the new recruits the State needs to hire and train. Many local fire departments also use the State Fire Academy for their training under the Fire Fighter Joint Apprenticeship Committee (JAC) program. The 2006-2007 Budget includes an augmentation of \$5 million and 15 new PYs to expand training and hiring of employees to replace the State's increasing number of retiring firefighters. Despite these challenges, out of a State force of 3,033 firefighters, the vacancy rate in September 2006 was only 2.4 percent (74 Firefighter II vacancies).

The largest number of the Firefighter II vacancies (over 50) are in Riverside County, where the State has an agreement to provide local fire protection and emergency services. The county wants the vacant positions filled with Firefighter II-Paramedics, but there are not enough trained paramedics in Riverside County to fill the positions. These positions will remain vacant until more individuals with paramedic training take the State paramedic exam, and the State hires them.

Tables 12 and 13 display detailed vacancy information for firefighter positions. During most of the period covered by Table 12 (Feb. 2002 – Jan. 2003), both the Assistant Chief and Battalion Chief classes consisted of a supervisory and rank-and-file class. The table breaks out the vacancy data for each of these "split classes." By the period covered in Table 13 (March 2003 – Sept. 2006), these were no longer split classes.

As shown in Table 12, there were 5 to 13 vacant Assistant Chief positions, mostly in the supervisory class, from February 2002 through January 2003. Table 13 shows that from March 2003 to March 2005, these vacancies remained fairly steady (14 to 18), but then began to increase. In June 2005, there were 21 vacant Assistant Chief positions. By June 2006, that number had risen to 46. As of September 2006, these numbers had not declined.

**Table 12 – Vacancy Rates for State Firefighter Classifications, Feb. 2002 – Jan. 2003**  
(reflects “split class” for Battalion Chiefs and Assistant Chiefs)

Classifications		Fire Fighter II	Fire Apprtus Engr	Fire Captain	Fire Fighter II/PM	Fire Apprtus Engr/PM	Fire Captain/ PM	Total Rank & File	Batt Chief/ Non- sup	Batt Chief/ Sup	Asst Chief/ Non- sup	Asst Chief/ Sup	Unit Chief
<b>Feb 2002</b>	Estabsh'd	201	673	1,367	41	70	14	2,366	32	239	9	143	21
	Filled	174	596	1,238	30	65	13	2,116	32	229	6	133	21
	Vacant	27	77	129	11	5	1	250	0	10	3	10	0
	Vacancy %	13.4%	11.4%	9.4%	26.8%	7.1%	7.1%	10.6%	0.0%	4.2%	33.3%	7.0%	0.0%
<b>Jul 2002</b>	Estabsh'd	291	680	1,384	59	77	15	2,506	34	242	7	147	21
	Filled	198	597	1,314	51	64	15	2,239	28	233	3	146	20
	Vacant	93	83	70	8	13	0	267	6	9	4	1	1
	Vacancy %	32.0%	12.2%	5.1%	13.6%	16.9%	0.0%	10.7%	17.6%	3.7%	57.1%	0.7%	4.8%
<b>Sep 2002</b>	Estabsh'd	291	676	1,382	59	78	22	2,508	34	242	7	147	21
	Filled	212	602	1,312	49	67	21	2,263	32	237	3	144	21
	Vacant	79	74	70	10	11	1	245	2	5	4	3	0
	Vacancy %	27.1%	10.9%	5.1%	16.9%	14.1%	4.5%	9.8%	5.9%	2.1%	57.1%	2.0%	0.0%
<b>Jan 2003</b>	Estabsh'd	291	676	1,382	59	78	22	2,508	34	242	6	147	21
	Filled	256	613	1,312	56	67	21	2,325	33	0	0	139	21
	Vacant	35	63	70	3	11	1	183	1	0	0	8	0
	Vacancy %	12.0%	9.3%	5.1%	5.1%	14.1%	4.5%	7.3%	2.9%	100.0%	100.0%	5.4%	0.0%

Source: CA State Controller's Office Based on Established Positions database query. Data is for month end, not a quarterly average.

NOTE: For January 2003, the data for Battalion Chiefs (Supervisory) filled and vacant positions are zeroed out due to the reclassification to non-supervisory. Assistant Chiefs (Non-Supervisory) filled and vacant positions are zeroed out due to the reclassification to Supervisory.

To address the Assistant Chief vacancy issue, the State had to fix a salary inversion involving its Battalion Chiefs. The State established the Battalion Chief supervisory class in 1935. In 1995, the State also established a rank-and-file class of Battalion Chief. In 2001, a union dispute filed with the Public Employees Relations Board over this split-class situation led the State to reclassify its supervisory Battalion Chiefs to rank-and-file, effective November 1, 2002.<sup>8</sup>

With this rank-and-file designation, the duty week for State Battalion Chiefs increased to 84 hours, including 31 hours of planned overtime, which increased their monthly compensation considerably. Of the 21 local fire departments in this survey (which all classify Battalion Chiefs as supervisory), only 9 pay planned overtime.

Once they became eligible for overtime, State Battalion Chiefs' compensation rose above the Assistant Chief level, a supervisory class that is the next promotional level for Battalion Chiefs. This salary inversion caused the State to begin having difficulty recruiting Assistant Chiefs, who are ineligible for overtime.

DPA recognized this salary inversion created a disincentive for Battalion Chiefs to promote so in early 2006 negotiated a change in the State's labor contract with the firefighters union<sup>9</sup> to address the issue. The change involved adjusting the work period for Battalion Chiefs so that new appointees to this class – those appointed after May 12, 2006 – work a 72-hour work period instead of 84 hours. That reduces their planned overtime to 19 hours (estimated at

<sup>8</sup> According to *CAL FIRE*, the reclassification did not affect the actual duties of the majority of the State's Battalion Chiefs: Approximately 250 of them still perform supervisory duties, while about 28 do not have supervisory duties (those already in the rank-and-file class).

<sup>9</sup> California Department of Forestry Firefighters (CDFF, or Bargaining Unit 8)

\$2,422/work period) instead of the 31 hours incumbents receive (estimated at \$4,183/work period).

Effective July 1, 2006, the State permanently adjusted salaries for Assistant Chiefs and Unit Chiefs so that Assistant Chiefs earn 5 percent more than “new” Battalion Chiefs (appointed after May 12, 2006) and Unit Chiefs earn 5 percent more than Assistant Chiefs.

In addition, effective July 1, 2006, the State implemented a temporary, 36-month “recruitment and retention” differential<sup>10</sup> for Assistant Chiefs and Unit Chiefs. For Assistant Chiefs, the differential puts their salary 5 percent above Battalion Chiefs appointed prior to May 12, 2006 (those who currently receive 31 hours of planned overtime as part of their 84-hour work period). The change provides an immediate incentive for these veteran Battalion Chiefs to remain or to promote to a position that since 2002 paid less than their current rank-and-file job. It will likely take several more months of experience with these changes to measure their impact on vacancies among the Assistant Chiefs.

As for the State’s other firefighting positions, Table 13 shows that the class where vacancies fluctuate the most is Firefighter II, from a low of 8.5 percent (30 positions vacant) in March 2005 to a high a 26.7 percent (111 positions vacant) in September 2005. In September 2006, 74 out of 363 Firefighter II positions were vacant (20.4 percent). From February 2002 to September 2006, we estimate Firefighter II vacancies averaged 18 percent, based on available data.

Table 13 also shows that Fire Captains have the lowest vacancy rate (6.7 percent) and the largest number of incumbents (1,417), as of September 2006.

To gauge recruitment and retention issues at local fire departments, we telephoned 17 of the 21 local fire departments in our survey. Based on these conversations, vacancies do not appear to be a major problem for local fire departments either. However, where vacancies do occur, the departments reported the following causes: retirement of experienced firefighters; candidates failing to pass the probation period; higher salaries offered by competing departments; excessive commuting distances; and additional positions approved by their local government.

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<sup>10</sup> The temporary differential for Assistant Chiefs will be \$1,851/mo.; \$1,943/mo for Unit Chiefs. It will not count toward retirement calculations. At the end of the 36-month period, any Assistant Chief who wants to demote back to the 84-hour-work-period Battalion Chief class will have a mandatory right to do so.

**Table 13 – Vacancy Rates for State Firefighter Classifications, March 2003 – Sept. 2006**  
*(reflects elimination of “split class” for Battalion Chiefs and Assistant Chiefs)*

Classifications		Fire Fighter II	Fire Apprtus Engr	Fire Captain	Fire Fighter II/PM	Fire Apprtus Engr/PM	Fire Captain/ PM	Batt Chief Non- Sup	Total Rank & File		Asst Chief Sup	Unit Chief
<b>Mar 2003</b>	Estabsh'd	287	674	1,390	65	80	22	275	2,793		156	21
	Filled	249	616	1,298	58	70	20	269	2,580		142	21
	Vacant	38	58	92	7	10	2	6	213		14	0
	Vacancy %	13.2%	8.6%	6.6%	10.8%	12.5%	9.1%	2.2%	7.6%		9.0%	0.0%
<b>May 2003</b>	Estabsh'd	287	674	1,390	65	80	22	275	2,793		156	21
	Filled	249	616	1,298	58	70	20	269	2,580		142	21
	Vacant	38	58	92	7	10	2	6	213		14	0
	Vacancy %	13.2%	8.6%	6.6%	10.8%	12.5%	9.1%	2.2%	7.6%		9.0%	0.0%
<b>Oct 2003</b>	Estabsh'd	349	679	1,389	73	85	23	273	2,871		155	21
	Filled	274	601	1,313	64	75	22	258	2,607		139	20
	Vacant	75	78	76	9	10	1	15	264		16	1
	Vacancy %	21.5%	11.5%	5.5%	12.3%	11.8%	4.3%	5.5%	9.2%		10.3%	4.8%
<b>Jan 2004</b>	Estabsh'd	343	679	1,389	79	85	23	273	2,871		154	21
	Filled	305	621	1,289	71	78	23	260	2,647		136	19
	Vacant	38	58	100	8	7	0	13	224		18	2
	Vacancy %	11.1%	8.5%	7.2%	10.1%	8.2%	0.0%	4.8%	7.8%		11.7%	9.5%
<b>Mar 2004</b>	Estabsh'd	343	679	1,390	79	85	23	272	2,871		154	21
	Filled	311	627	1,274	72	81	23	260	2,648		139	19
	Vacant	32	52	116	7	4	0	12	223		15	2
	Vacancy %	9.3%	7.7%	8.3%	8.9%	4.7%	0.0%	4.4%	7.8%		9.7%	9.5%
<b>Nov 2004</b>	Estabsh'd	353	682	1,398	95	87	27	274	2,916		151	21
	Filled	309	609	1,325	85	79	27	263	2,697		137	21
	Vacant	44	73	73	10	8	0	11	219		14	0
	Vacancy %	12.5%	10.7%	5.2%	10.5%	9.2%	0.0%	4.0%	7.5%		9.3%	0.0%
<b>Dec 2004</b>	Estabsh'd	353	682	1,395	95	87	29	274	2,915		151	21
	Filled	319	613	1,300	83	79	29	257	2,680		136	21
	Vacant	34	69	95	12	8	0	17	235		15	0
	Vacancy %	9.6%	10.1%	6.8%	12.6%	9.2%	0.0%	6.2%	8.1%		9.9%	0.0%
<b>Mar 2005</b>	Estabsh'd	353	683	1,391	95	87	31	275	2,915		151	21
	Filled	323	614	1,286	87	81	31	259	2,681		136	20
	Vacant	30	69	105	8	6	0	16	234		15	1
	Vacancy %	8.5%	10.1%	7.5%	8.4%	6.9%	0.0%	5.8%	8.0%		9.9%	4.8%
<b>Jun 2005</b>	Estabsh'd	353	683	1,391	95	88	37	275	2,922		152	21
	Filled	266	559	1,295	83	80	36	261	2,580		131	20
	Vacant	87	124	96	12	8	1	14	342		21	1
	Vacancy %	24.6%	18.2%	6.9%	12.6%	9.1%	2.7%	5.1%	11.7%		13.8%	4.8%
<b>Sep 2005</b>	Estabsh'd	416	682	1,390	117	90	37	275	3,007		151	21
	Filled	305	601	1,306	109	77	33	266	2,697		132	18
	Vacant	111	81	84	8	13	4	9	310		19	3
	Vacancy %	26.7%	11.9%	6.0%	6.8%	14.4%	10.8%	3.3%	10.3%		12.6%	14.3%
<b>Dec 2005</b>	Estabsh'd	413	682	1,393	119	90	37	275	3,009		150	21
	Filled	323	590	1,288	117	73	34	260	2,685		123	21
	Vacant	90	92	105	2	17	3	15	324		27	0
	Vacancy %	21.8%	13.5%	7.5%	1.7%	18.9%	8.1%	5.5%	10.8%		18.0%	0.0%
<b>Mar 2006</b>	Estabsh'd	377	665	1,392	119	87	36	273	2,949		149	21
	Filled	315	606	1,249	104	77	34	241	2,626		111	13
	Vacant	62	59	143	15	10	2	32	323		38	8
	Vacancy %	16.4%	8.9%	10.3%	12.6%	11.5%	5.6%	11.7%	11.0%		25.5%	38.1%
<b>Jun 2006</b>	Estabsh'd	361	664	1,395	135	87	35	274	2,951		148	21
	Filled	276	560	1,313	112	77	32	236	2,606		102	19
	Vacant	85	104	82	23	10	3	38	345		46	2
	Vacancy %	23.5%	15.7%	5.9%	17.0%	11.5%	8.6%	13.9%	11.7%		31.1%	9.5%
<b>Sep 2006</b>	Estabsh'd	363	671	1,417	168	99	43	272	3,033		149	21
	Filled	289	598	1,322	149	84	39	257	2,738		103	20
	Vacant	74	73	95	19	15	4	15	295		46	1
	Vacancy %	20.4%	10.9%	6.7%	11.3%	15.2%	9.3%	5.5%	9.7%		30.9%	4.8%

Source: CA State Controller's Office. Data based on Established Positions database query and is for month end, not a quarterly average.

## **Appendices**

## **APPENDIX A**

### **Assumptions Used in Data Analysis**

#### ***Overtime Pay***

We included planned overtime pay for all firefighters because this is a fixed portion of earned compensation and based on FLSA Section 207(k) rules for firefighters. *CAL FIRE* provided a formula for calculating the hourly rate of pay for planned overtime for the State's firefighters. We verified the overtime hours for each local department in the survey. Three local departments use a specific formula for calculating an hourly rate of pay; we used those to estimate the overtime pay for each classification. Three other local departments and their labor contracts specify using 2,912 annual hours to calculate the hourly pay rate.

For the departments that did not specify a formula, DPA calculated an overtime rate using annual salary and annual work hours (their survey responses indicated 56 weekly work hours, or 2,912 annually) consistent with FLSA guidelines.

For State Battalion Chiefs, we used the 31 hours of planned overtime that is available for the incumbents appointed to their positions prior to May 12, 2006. This reflects the majority of the current Battalion Chiefs, as only a small number have been appointed since May 12, 2006.

San Francisco's and Oakland's fire departments have weekly work hours of 48.7 and 52 hours, respectively. San Francisco's labor contract does not provide for FLSA overtime. Oakland, which has a court-ordered FLSA pay adjustment, provided a separate formula for calculating its FLSA overtime.

#### ***Educational Pay***

Not all fire department pay an educational incentive, but for those that do we calculated the local fire departments' incentive at the Fire Science Certificate and/or Associate of Arts level. This is a reasonable level of education for all firefighters because they must have basic fire fighting training and education. The local fire departments use a percentage of the base salary and the percentage increases for each level of education. At *CAL FIRE*, the maximum educational pay incentive is a flat \$75. The City of Los Angeles' one percent educational pay (\$61) for a firefighter is the only one that is lower than the State.

#### ***Longevity Pay***

We used the maximum longevity pay provided under the bargaining agreement. For *CAL FIRE* firefighters, longevity pay equals 7 percent of maximum base monthly pay (which begins when the firefighter reaches 25 years of service). Among the local fire departments we surveyed, only five (City of Los Angeles, City of Sacramento, City of Roseville, Sacramento Metropolitan Fire District, and City/County of San Francisco) provide longevity pay for all the surveyed classifications. Los Angeles County provides longevity pay for the firefighter classification and Contra Costa County provides it for Battalion Chiefs only. The City of Los Angeles pays more than the State. The other surveyed departments do not provide longevity pay.

#### ***Emergency Medical Technician Pay***

Fifteen of the local fire departments we surveyed require a current Emergency Medical Technician (EMT) certification. Even though the certification is a requirement, a local fire

department may pay an additional EMT incentive to encourage their firefighters to keep certifications updated; we included the incentive in these cases.

### ***Paramedic Pay***

All paramedics must meet stringent training requirements and have State of California paramedic certifications. For those departments that do not have a separate paramedic classification, but do pay a paramedic premium, we applied the premium to the base salary of the firefighter class, and then posted it in the Firefighter/Paramedic classification series noting the pay differential. We used the same method for the Fire Apparatus Engineer and Fire Captain classes to create a paramedic series for salary comparisons to the State class. The Cities of Roseville and Los Angeles may assign Engineers to paramedic duty but do not pay them an additional amount for it.

### ***Mean and Median***

Mean is an average calculated by adding and dividing by the count. It takes into account the extremes at the upper and lower end. The median is the value in the data set for which half the observations are higher and half are lower. The median is found by arranging the data values in ascending order and identifying the halfway point. The median is a better approximation of average salary than the mean, as the median is unaffected by extreme highs and lows.

### ***Weighting Process***

The weighting is by budgeted position counts. The weighting process accounts for the larger number of incumbents employed in the benchmark classes by certain local fire departments, such as the City and County of Los Angeles, so their compensation levels carry greater weight in calculating the median because of the large number of budgeted positions.



## APPENDIX B

**CDF LOCAL GOVERNMENT  
Schedule "A" Agreements  
As of March 29, 2006**

**Type of Service**

**Local Jurisdictions**

**CDF Administrative Unit**

**Dispatch**

El Dorado County Regional Emergency Services Oper Authority	Amador-El Dorado
City of Oroville	Butte
Bald Mountain Fire Protection District	Fresno-Kings
Fresno County	Fresno-Kings
Orange Cove Fire Protection District	Fresno-Kings
Humboldt County Dispatch Cooperative	Humboldt-Del Norte
Firenet Lassen	Lassen-Modoc
Mariposa County	Madera-Mariposa-Merced
Mendocino County	Mendocino
City of Auburn	Nevada-Yuba-Placer
City of Grass Valley	Nevada-Yuba-Placer
Nevada County Fire Agency	Nevada-Yuba-Placer
Northstar Fire Department	Nevada-Yuba-Placer
Truckee Fire Protection District	Nevada-Yuba-Placer
Yuba County OES	Nevada-Yuba-Placer
Cachagua Fire Protection District	San Benito-Monterey
Arrowbear Park County Water District	San Bernardino
Crest Forest Fire Protection District	San Bernardino
Morongo Valley Community Service District	San Bernardino
Campo Band of Mission Indians	San Diego
Pala Band of Mission Indians	San Diego
Reservation Fire Protection District	San Diego
San Diego Rural Fire Protection District	San Diego
San Pasqual Band of Mission Indians	San Diego
Sycuan Fire Protection District	San Diego
Cloverdale Fire Protection District	Sonoma-Lake-Napa
Hamilton City Fire Protection District	Tehama-Glenn
Calaveras County	Tuolumne-Calaveras

**Fire Prevention**

Nevada County	Nevada-Yuba-Placer
Napa County	Sonoma-Lake-Napa

**Fire Protection**

Amador Fire Protection District	Amador-El Dorado
Cameron Park Community Services District	Amador-El Dorado
Butte County	Butte

## APPENDIX B

**CDF LOCAL GOVERNMENT  
Schedule "A" Agreements  
As of March 29, 2006**

City of Biggs	Butte
City of Gridley	Butte
Auberry-Community Services Assoc. 50	Fresno-Kings
Fresno County	Fresno-Kings
Fresno County Fire Protection District	Fresno-Kings
Table Mountain Rancheria	Fresno-Kings
Humboldt County	Humboldt-Del Norte
Big Valley Fire Protection District	Lassen-Modoc
City of Madera	Madera-Mariposa-Merced
Madera County	Madera-Mariposa-Merced
Hopland Fire Protection District	Mendocino
City of Marysville	Nevada-Yuba-Placer
Donner Summit P.U.D.	Nevada-Yuba-Placer
Higgins Area Fire Protection District	Nevada-Yuba-Placer
Loma Rica/Browns Valley Community Services District	Nevada-Yuba-Placer
Placer County	Nevada-Yuba-Placer
Placer County-Consolidated	Nevada-Yuba-Placer
Riverside County	Riverside
Aromas Tri-County Fire Protection District	San Benito-Monterey
Carmel Highlands Fire Protection District	San Benito-Monterey
County of San Benito	San Benito-Monterey
Cypress Fire Protection District	San Benito-Monterey
Pebble Beach Community Services District	San Benito-Monterey
South Monterey County Fire Protection District	San Benito-Monterey
City of Highland	San Bernardino
City of Yucaipa	San Bernardino
County of San Diego-Amador	San Diego
Deer Springs Fire Protection District	San Diego
Ramona Metropolitan Water District	San Diego
Valley Center Fire Protection District	San Diego
Yuima Metropolitan Water District	San Diego
City of Pismo Beach	San Luis Obispo
San Luis Obispo County	San Luis Obispo
Santa Cruz County	San Mateo-Santa Cruz
Pajaro Valley Fire Protection District	San Mateo-Santa Cruz
San Mateo County	San Mateo-Santa Cruz
East Contra Costa Fire Protection District	Santa Clara
Santa Clara County	Santa Clara

## APPENDIX B

### CDF LOCAL GOVERNMENT Schedule "A" Agreements As of March 29, 2006

South Santa Clara County Fire District	Santa Clara
Shasta County	Shasta-Trinity
Shasta-Tehama-Trinity Joint College District	Shasta-Trinity
Trinity County	Shasta-Trinity
City of Weed	Siskiyou
Siskiyou County	Siskiyou
Cloverdale Fire Protection District	Sonoma-Lake-Napa
Napa County	Sonoma-Lake-Napa
Sonoma County	Sonoma-Lake-Napa
Geyserville Fire Protection District	Sonoma-Lake-Napa
South Lake County Fire Protection District	Sonoma-Lake-Napa
City of Red Bluff	Tehama-Glenn
Tehama County Fire Department	Tehama-Glenn
Tulare County	Tulare
Alpine County	Tuolumne-Calaveras
Jamestown Fire Protection District	Tuolumne-Calaveras
Tuolumne County	Tuolumne-Calaveras

#### Fire Protection/Paramedic

Cameron Park Community Services District	Amador-El Dorado
Riverside County	Riverside
City of Highland	San Bernardino
City of Yucaipa	San Bernardino
San Mateo County	San Mateo-Santa Cruz
Alameda County Fire District	Santa Clara
South Santa Clara County Fire District	Santa Clara
South Lake County Fire Protection District	Sonoma-Lake-Napa

#### Local Pre Fire

Amador County	Amador-El Dorado
El Dorado County	Amador-El Dorado
Butte County	Butte
Metropolitan Water District	Riverside
Santa Clara Valley Water District	Santa Clara

#### Pilot

San Diego County	San Diego
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#### Wildland

City of Oroville	Butte
City of Arcata	Humboldt-Del Norte

## APPENDIX B

### CDF LOCAL GOVERNMENT Schedule "A" Agreements As of March 29, 2006

City of Trinidad	Humboldt-Del Norte
City of Auburn	Nevada-Yuba-Placer
City of Rocklin	Nevada-Yuba-Placer
Town of Truckee	Nevada-Yuba-Placer
Anaheim City	Riverside
City of Murietta	Riverside
Chino Valley Independent Fire District	San Bernardino
City of Chino	San Bernardino
City of Redlands	San Bernardino

Source: California Department of Forestry and Fire Protection

NOTE: Some local jurisdictions may have multiple agreements with *CAL FIRE*, i.e. Riverside County has 27 agreements. Schedule "A" Agreement are renewed every 3 years on the anniversary date of the original agreement.

## Appendix C

### 2006 Firefighter Total Compensation Summary Table Sacramento Region

Classification	State of California Maximum Base Salary	Labor Market Median Base Pay	% State of California is Above or Below Median	State of California Total Cash	Labor Market Median Total Cash	% State of California is Above or Below Median	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median
Firefighter II	\$3,374	\$4,918	-45.8%	\$5,562	\$5,539	0.4%	\$6,616	\$6,892	-4.2%
Firefighter II-Paramedic	\$3,644	\$6,287	-72.5%	\$6,498	\$6,914	-6.4%	\$7,571	\$8,105	-7.1%
Fire Apparatus Engineer	\$3,849	\$5,953	-54.7%	\$6,329	\$6,620	-4.6%	\$7,404	\$7,929	-7.1%
Fire Apparatus Engineer-Paramedic	\$4,120	\$6,287	-52.6%	\$7,267	\$6,914	4.9%	\$8,361	\$8,105	3.1%
Fire Captain	\$4,432	\$6,807	-53.6%	\$7,271	\$7,571	-4.1%	\$8,371	\$8,973	-7.2%
Fire Captain-Paramedic	\$4,723	\$7,308	-54.7%	\$8,241	\$7,993	3.0%	\$9,361	\$9,291	0.7%
Battalion Chief	\$5,643	\$8,807	-56.1%	\$10,296	\$9,753	5.3%	\$11,465	\$11,561	-0.8%
Unit Chief	\$8,042	\$7,071	12.1%	\$11,352	\$7,425	34.6%	\$12,596	\$7,848	37.7%

NOTE: Fire departments included in the Sacramento Region: City of Roseville, City of Sacramento, and Sacramento Metropolitan Fire District.  
The Federal local pay differential for this region is included in the data.

## Appendix C

### 2006 Firefighter Total Compensation Summary Table Bay Area Region

Classification	State of California Maximum Base Salary	Labor Market Median Base Pay	% State of California is Above or Below Median	State of California Total Cash	Labor Market Median Total Cash	% State of California is Above or Below Median	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median
Firefighter II	\$3,374	\$6,941	-105.7%	\$5,562	\$7,134	-28.3%	\$6,616	\$8,718	-31.8%
Firefighter II-Paramedic	\$3,644	\$7,914	-117.2%	\$6,498	\$8,348	-28.5%	\$7,571	\$9,678	-27.8%
Fire Apparatus Engineer	\$3,849	\$7,549	-96.1%	\$6,329	\$8,078	-27.6%	\$7,404	\$9,514	-28.5%
Fire Apparatus Engineer-Paramedic	\$4,120	\$8,508	-106.5%	\$7,267	\$8,806	-21.2%	\$8,361	\$10,216	-22.2%
Fire Captain	\$4,432	\$9,015	-103.4%	\$7,271	\$9,465	-30.2%	\$8,371	\$11,463	-36.9%
Fire Captain-Paramedic	\$4,723	\$9,498	-101.1%	\$8,241	\$9,818	-19.1%	\$9,361	\$11,581	-23.7%
Battalion Chief	\$5,643	\$11,293	-100.1%	\$10,296	\$11,759	-14.2%	\$11,465	\$13,342	-16.4%
Unit Chief	\$8,042	\$7,717	4.0%	\$11,352	\$8,103	28.6%	\$12,596	\$8,536	32.2%

NOTE: Fire departments included in the Bay Area Region: City of Berkeley, City of Oakland, City/County of San Francisco, Contra Costa County and Santa Clara County. The Federal local pay differential for this region is included in the data.

## Appendix C

### 2006 Firefighter Total Compensation Summary Table Central Valley Region

Classification	State of California Maximum Base Salary	Labor Market Median Base Pay	% State of California is Above or Below Median	State of California Total Cash	Labor Market Median Total Cash	% State of California is Above or Below Median	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median
Firefighter II	\$3,374	\$4,691	-39.0%	\$5,562	\$5,156	7.3%	\$6,616	\$6,511	1.6%
Firefighter II-Paramedic	\$3,644	\$5,160	-41.6%	\$6,498	\$5,798	10.8%	\$7,571	\$7,081	6.5%
Fire Apparatus Engineer	\$3,849	\$5,179	-34.6%	\$6,329	\$5,783	8.6%	\$7,404	\$7,104	4.1%
Fire Apparatus Engineer-Paramedic	\$4,120	\$5,697	-38.3%	\$7,267	\$6,401	11.9%	\$8,361	\$7,733	7.5%
Fire Captain	\$4,432	\$6,006	-35.5%	\$7,271	\$6,562	9.8%	\$8,371	\$8,108	3.1%
Fire Captain-Paramedic	\$4,723	\$6,607	-39.9%	\$8,241	\$7,423	9.9%	\$9,361	\$8,839	5.6%
Battalion Chief	\$5,643	\$7,585	-34.4%	\$10,296	\$7,964	22.7%	\$11,465	\$9,795	14.6%
Unit Chief	\$8,042	\$6,748	16.1%	\$11,352	\$7,085	37.6%	\$12,596	\$7,504	40.4%

NOTE: Fire departments included in the Central Valley Region: City of Bakersfield, City of Fresno, City of Modesto and Kern County  
The Federal local pay differential for this region is included in the data.

## Appendix C

### 2006 Firefighter Total Compensation Summary Table Los Angeles Region

Classification	State of California Maximum Base Salary	Labor Market Median Base Pay	% State of California is Above or Below Median	State of California Total Cash	Labor Market Median Total Cash	% State of California is Above or Below Median	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median
Firefighter II	\$3,374	\$5,646	-67.3%	\$5,562	\$6,244	-12.3%	\$6,616	\$7,764	-17.3%
Firefighter II-Paramedic	\$3,644	\$6,695	-83.7%	\$6,498	\$7,805	-20.1%	\$7,571	\$9,115	-20.4%
Fire Apparatus Engineer	\$3,849	\$6,408	-66.5%	\$6,329	\$7,077	-11.8%	\$7,404	\$8,466	-14.3%
Fire Apparatus Engineer-Paramedic	\$4,120	\$7,325	-77.8%	\$7,267	\$8,609	-18.5%	\$8,361	\$10,018	-19.8%
Fire Captain	\$4,432	\$7,485	-68.9%	\$7,271	\$8,523	-17.2%	\$8,371	\$9,696	-15.8%
Fire Captain-Paramedic	\$4,723	\$8,608	-82.2%	\$8,241	\$10,024	-21.6%	\$9,361	\$11,647	-24.4%
Battalion Chief	\$5,643	\$9,954	-76.4%	\$10,296	\$10,928	-6.1%	\$11,465	\$12,524	-9.2%
Unit Chief	\$8,042	\$6,920	14.0%	\$11,352	\$7,266	36.0%	\$12,596	\$7,687	39.0%

NOTE: Fire departments included in the Los Angeles Region: City of Anaheim, City of Long Beach, City of Los Angeles, City of Santa Ana, Los Angeles County and Ventura County.  
The Federal local pay differential for this region is included in the data.



## Appendix C

### 2006 Firefighter Total Compensation Summary Table San Diego/Southern Region

Classification	State of California Maximum Base Salary	Labor Market Median Base Pay	% State of California is Above or Below Median	State of California Total Cash	Labor Market Median Total Cash	% State of California is Above or Below Median	State of California Total Compensation	Labor Market Median Total Compensation	% State of California is Above or Below Median
Firefighter II	\$3,374	\$5,066	-50.1%	\$5,562	\$5,570	-0.1%	\$6,616	\$6,618	0.0%
Firefighter II-Paramedic	\$3,644	\$7,142	-96.0%	\$6,498	\$7,716	-18.7%	\$7,571	\$9,261	-22.3%
Fire Apparatus Engineer	\$3,849	\$5,956	-54.7%	\$6,329	\$6,530	-3.2%	\$7,404	\$7,652	-3.3%
Fire Apparatus Engineer-Paramedic	\$4,120	\$7,005	-70.0%	\$7,267	\$7,568	-4.1%	\$8,361	\$9,098	-8.8%
Fire Captain	\$4,432	\$6,929	-56.3%	\$7,271	\$7,579	-4.2%	\$8,371	\$8,781	-4.9%
Fire Captain-Paramedic	\$4,723	\$9,435	-99.8%	\$8,241	\$10,193	-23.7%	\$9,361	\$11,980	-28.0%
Battalion Chief	\$5,643	\$8,578	-52.0%	\$10,296	\$9,357	9.1%	\$11,465	\$10,834	5.5%
Unit Chief	\$8,042	\$6,920	14.0%	\$11,352	\$7,266	36.0%	\$12,596	\$7,687	39.0%

NOTE: Fire departments included in the San Diego/Southern Region: City of Chula Vista, City of Riverside, and City of San Diego.  
The Federal local pay differential for this region is included in the data.

## APPENDIX D

### 2006 GENERAL INFORMATION

Fire Department	Number of Employees	COLA Management		COLA Supervisory		COLA General		Hours Per Week Management	Hours per Week Supervisory	Hours Per Week General
		Last	Next	Last	Next	Last	Next			
<b>State of California</b>	<b>5,185</b>	<b>10/03 5%</b>	<b>None scheduled</b>	<b>10/03 5%</b>	<b>None scheduled</b>	<b>7/03 5%</b>	<b>None scheduled</b>	<b>40</b>	<b>40</b>	<b>72</b>
City of Anaheim	228	Do not provide COLA	n/a	Do not provide COLA	n/a	Do not provide COLA	n/a	56	56	56
City of Bakersfield	206	No survey classes in mngt.	n/a	12/05 3%	12/06 4%	12/05 3%	12/06 4%	n/a	56	56
City of Berkeley	138	7/06 4.8% & 5%	7/07 4.8% & 5%	7/06 4.8% & 5%	7/07 4.8% & 5%	7/06 4.8% & 5%	7/07 4.8% & 5%	56	56	56
City of Chula Vista	144	1/06 8%	1/07 2%	1/06 8%	1/07 2%	1/06 8%	1/07 2%	56	56	56
City of Fresno	364	7/06 3%	TBD	7/06 3%	7/07 3%	10/06 5% added to range	10/07 2.75%-3.5%	56	56	56
City of Long Beach	429	4/06 3%	TBD	4/06 3%	10/06 3%	4/06 3%	10/06 3%	56	56	56
City of Los Angeles	3,922	7/05 3%	TBD	7/05 3%	TBD	7/05 3%	TBD	56	56	56
City of Modesto	176	12/05 3.5%	12/06 3.5%	9/06 2.5%	Pending	9/06 2.5%	Pending	40	56	56
City of Oakland	588	Do not provide COLA	n/a	7/06 n/a	TBD	7/06 4%	TBD	52	52	52
City of Riverside	201	7/05 3%	TBD	6/06 4%	7/07 3.5%	6/06 4%	7/07 3.5%	56	56	56
City Roseville	128	1/06 5%	TBD	1/06 4%	TBD	7/06 4%	TBD	56	56	56
City of Sacramento	651	6/06 5%	6/07 5%	6/06 5%	6/07 5%	6/06 5%	6/07 5%	40	56	56

## APPENDIX D

### 2006 GENERAL INFORMATION

Fire Department	Number of Employees	COLA Management		COLA Supervisory		COLA General		Hours Per Week Management	Hours per Week Supervisory	Hours Per Week General
		Last	Next	Last	Next	Last	Next			
City of San Diego	1,021	Do not provide COLA	n/a	12/04 2%	TBD	12/04 2%	TBD	56	56	56
City and County of San Francisco	1,660	7/06 3.61%	7/07 3.61%	7/06 3.61%	7/07 3.61%	7/06 3.61%	7/07 3.61%	48.7	48.7	48.7
City of Santa Ana	281	7/06 4.5%	7/07 TBD	7/06 4.5%	7/07 TBD	7/06 4.5%	7/07 TBD	72	72	72
Contra Costa County Fire Protection District	406	4/05 5%	n/a	4/05 5%	n/a	4/05 5%	n/a	56	56	56
Federal Government-Bay Area	DNA	1/06 DNA	1/07 TBD	1/06 3.95%	1/07 TBD	1/06 3.95%	1/07 TBD	40	40	40
Federal Government-Central	DNA	1/06 DNA	1/07 TBD	1/06 2.83%	1/07 TBD	1/06 2.83%	1/07 TBD	40	40	40
Federal Government-Los Angeles	DNA	1/06 DNA	1/07 TBD	1/06 3.38%	1/07 TBD	1/06 3.38%	1/07 TBD	40	40	40
Federal Government-Sacramento	DNA	1/06 DNA	1/07 TBD	1/06 3.33%	1/07 TBD	1/06 3.33%	1/07 TBD	40	40	40
Federal Government-San Diego	DNA	1/06 DNA	1/07 TBD	1/06 3.41%	1/07 TBD	1/06 3.41%	1/07 TBD	40	40	40
Kern County Fire Department	559	NA	NA	NA	NA	NA	NA	40	56	56
Los Angeles County Fire Department	2,977	10/06 4%	TBD	10/06 4%	TBD	10/06 4%	TBD	56	56	56

## APPENDIX D

### 2006 GENERAL INFORMATION

Fire Department	Number of Employees	COLA Management		COLA Supervisory		COLA General		Hours Per Week Management	Hours per Week Supervisory	Hours Per Week General
		Last	Next	Last	Next	Last	Next			
Sacramento Metropolitan Fire District	786	1/06 5%	1/07 5%	1/06 5%	1/07 5%	1/06 5%	1/07 5%	56	56	56
Santa Clara County Fire Department	263	11/06 5%	TBD	11/06 5%	TBD	11/06 5%	TBD	56	56	56
Ventura County Fire Department	568	7/06 1.1%	7/07 2%	No survey classes in supvy	NA	12/05 4%	None negotiated	56	n/a	56

**APPENDIX E**  
**2006 PREMIUM AND INCENTIVE PAY**

Fire Department	Longevity Pay	Uniform Pay	Educational Pay
<i>State of California</i>	17-18years = 1% 19 years = 2% 20 years = 3% 21 years = 4% 22-24 years = 5% 25+ = 7%	\$830	\$75/pay period Except Unit Chief not eligible
City of Anaheim	None	Currently, uniforms are provided,  Effective January, 2007, \$500/year	None
City of Bakersfield	Only for employees hired prior to April 10, 1989.	\$900 annually (1/2 to be paid July 1, and remainder to be paid Dec 1).	2.5% of base salary who have Fire Science Certificate requiring 30 units and 8 years of employment, or Fire Management Certificate requiring 21 units and 8 years employment  5% of base salary for AA degree and 5 years of employment inclusive of 2.5% above  Employees with 5 years of employment will be eligible for additional incentives:  5% for BA/BS 5% for a Certified Chief Fire Officers  Maximum educational incentive is 10%
City of Berkeley	None	\$800/year	None
City of Chula Vista	None	\$200/year	\$200/month for AA or 30 units of Fire Science and has 4 yrs service; \$300/month for BA or 30 units of Fire Science and has 10 yrs service; \$400/month for Master's;  Amounts are not cumulative
City of Fresno	None	\$790/year	None

## APPENDIX E

### 2006 PREMIUM AND INCENTIVE PAY

Fire Department	Longevity Pay	Uniform Pay	Educational Pay
City of Long Beach	None	None – replacement only	\$105/month for AA or 60 units and has 4 yrs service: \$300/month for AA or 60 units and has 5 yrs service: \$350/month for BA/BS and has 4 yrs service: \$400/month for MS and has 4 yrs service
City of Los Angeles	\$162.99/month for 10-15 years \$325.38/month for 15-20 years \$488.07/month for 20+ years	\$819.48/year	1% for AA 2% for BA/BS 3% for MS or Law Degree
City of Modesto	None	\$774.96/year	None
City of Oakland	None	At time of hire receive \$100 Annually thereafter, receive \$570 per year	None
City of Riverside	None	\$960/year (for Battalion Chief) \$456/year (Captain & Fire Fighters) Contributions into PERS (not a cash allowance)	One time bonus of 2.5% for AA or One time bonus of 5% for BA/BS
City Roseville	Annual bonus paid in December: \$100 for 15-19 years \$150 for 20-24 years \$200 for 25-29 years \$250 for 30+ years	None City maintains (pick up and delivery two times per week)	\$242/month for AA or \$482/month for BA/BS
City of Sacramento	Annual bonus paid in July \$100 for 20 years \$150 for 25 years	\$870.96/year	For Fire Science Certificate = 9.5% BA = 5% (maximum monthly = \$713.00)
City of San Diego	None	\$900 per year (paid in September of each year)	None

## APPENDIX E

### 2006 PREMIUM AND INCENTIVE PAY

Fire Department	Longevity Pay	Uniform Pay	Educational Pay
City and County of San Francisco	2% after 23 years	Provided	6% for AA in Fire Science, BA, or 10 yrs of service and completion of annual department training (maximum = 6%)
City of Santa Ana	Offered in form of longevity vacation days, after 6 completed years of service.	CalPERS Uniform Reporting Allowance, \$240/year	<p>For management:</p> <p>7.5% for National Fire Academy Executive Officer Program</p> <p>5% for California State Fire Training Fire Marshall Program</p> <p>5% for California State Fire Training Fire Officer Program</p> <p>2.5% for California State Fire Training Chief Officer Program</p> <p>Not to exceed 7.5% of base salary.</p> <p>For Fire Fighters, Fire Engineers, and Fire Captains, see page 21 of MOU- left message for Waldo.</p> <p>No stacking of incentives.</p> <p>15% is maximum.</p>
Contra Costa County Fire Protection District	<p>None for Fire Fighter, Fire Engineer, or Fire Captain.</p> <p>Fire Battalion Chief: 2.5% @ 10 years.</p>	\$600/year	<p>None for Fire Fighter, Fire Engineer, or Fire Captain.</p> <p>Fire Battalion Chief: awarded in increments of 2.5% and not to exceed 7.5% of base salary for:</p> <p>Certificate of Achievement in Fire Technology, Business Administration, Management and Supervision, or a related field.</p> <p>AA or Science degree with major in Fire Technology, Business Administration, Management and Supervision or a related Field.</p> <p>Chief Officer Certificate</p> <p>BA with a major in Business, Public Administration or a related field.</p> <p>*qualifications are conditional-see pg. 49 of MOU.</p>

**APPENDIX E**  
**2006 PREMIUM AND INCENTIVE PAY**

<b>Fire Department</b>	<b>Longevity Pay</b>	<b>Uniform Pay</b>	<b>Educational Pay</b>
Federal Government-Bay Area	None	DNA	None
Federal Government-Central	None	DNA	None
Federal Government-Los Angeles	None	DNA	None
Federal Government-Sacramento	None	DNA	None
Federal Government-San Diego	None	DNA	None
Kern County Fire Department	0	\$700/year	12% for Fire Science Certificate
Los Angeles County Fire Department	10 yrs – 2.75% 15 yrs – 5.5% 20 yrs – 8.25% (Firefighters only)	\$1000/year	0
Sacramento Metropolitan Fire District	10 yrs - 2% 15 yrs - 2% 20 yrs - 2% 25 yrs -1.875%	\$575/year	State Marshall Certificate 0.5% Other certificates 1% Certification in Fire Science from a community college 2.5% AA 3.0%; AA +certificate 5.5%; BA 7%; continuing education 3%
Santa Clara County Fire Department	0	\$200-\$500	0
Ventura County Fire Department	0	\$875/year \$800/year mgmt	Captain: \$211 AA, \$317 BA Engineering: \$189 AA, \$273 BA FF: \$157 AA, \$236 BA Mgmt: 5% BA, 7.5%MA



## APPENDIX F

### 2006 EMPLOYER COST FOR HEALTH, DENTAL, AND VISION COVERAGE

Fire Department	Employer Amount Contributed for Medical			Employer Amount Contributed for Dental			Employer Amount Contributed for Vision			Does Employer contribution for new employees differ?	Does health plan include prescription drug coverage?
	Management	Supervisory	General	Management	Supervisory	General	Management	Supervisory	General		
<i>State of California</i>	<i>\$918</i>	<i>\$906</i>	<i>\$906</i>	<i>Inc.</i>	<i>Inc.</i>	<i>Inc.</i>	<i>Inc.</i>	<i>Inc.</i>	<i>Inc.</i>	<i>No</i>	<i>Yes</i>
City of Anaheim	\$711	\$711	\$711	\$55	\$55	\$55	Inc.	Inc.	Inc.	No	Yes
City of Bakersfield	\$654	\$654	\$654	Inc.	Inc.	Inc.	Inc.	Inc.	Inc.	No	Yes
City of Berkeley			\$898	\$0	\$0	\$138	\$0	\$0	\$0	No	Yes
City of Chula Vista	\$797 (Cafeteria Plan) <sup>1</sup>	\$797 (Cafeteria Plan)	\$724			\$48			\$23	No	Yes
City of Fresno	\$655	\$655	\$655	Inc.	Inc.	Inc.	Inc.	Inc.	Inc.	No	Yes
City of Long Beach	\$796	\$796	\$796	\$0	\$0	\$0	\$0	\$0	\$0	No	Yes
City of Los Angeles	\$618	\$618	\$618	\$60	\$60	\$58.00	Inc.	Inc.	Inc.	No	Yes
City of Modesto	\$812 (Cafeteria Plan)	\$812 (Cafeteria Plan)	\$812 (Cafeteria Plan)							No	Yes
City of Oakland	\$1,012	\$1,012	\$1,012	\$162	\$162	\$162	\$0	\$0	\$0	No	Yes
City of Riverside	\$806	\$806	\$755	\$40	\$20	\$35	Inc.	Inc.	Inc.	No	Yes
City Roseville	\$1,055 (Cafeteria Plan)	\$1,055 (Cafeteria Plan)	\$1,055 (Cafeteria Plan)							No	Yes

## APPENDIX F

### 2006 EMPLOYER COST FOR HEALTH, DENTAL, AND VISION COVERAGE

Fire Department	Employer Amount Contributed for Medical			Employer Amount Contributed for Dental			Employer Amount Contributed for Vision			Does Employer contribution for new employees differ?	Does health plan include prescription drug coverage?
	Management	Supervisory	General	Management	Supervisory	General	Management	Supervisory	General		
City of Sacramento	\$830 (Cafeteria Plan)	\$830 (Cafeteria Plan)	\$830 (Cafeteria Plan)							No	Yes
City of San Diego	\$715 (Cafeteria Plan)	\$715 (Cafeteria Plan)	\$465 (Cafeteria Plan)							No	Yes
City and County of San Francisco	\$860	\$860	\$860	\$109	\$109	\$109	Inc.	Inc.	Inc.	No	Yes
City of Santa Ana	\$833	\$833	\$833	\$90	\$90	\$90	\$0	\$0	\$0	No	Yes
Contra Costa County Fire Protection District	\$881	\$881	\$881	\$70	\$70	\$70	\$0	\$0	\$0	No	Yes
Federal Government-Bay Area	\$316.00	\$316.00	\$316.00	\$0	\$0	\$0	\$0	\$0	\$0	No	Yes
Federal Government-Central California	\$316.00	\$316.00	\$316.00	\$0	\$0	\$0	\$0	\$0	\$0	No	Yes
Federal Government-Los Angeles Area	\$316.00	\$316.00	\$316.00	\$0	\$0	\$0	\$0	\$0	\$0	No	Yes
Federal Government-Sacramento/Northern	\$316.00	\$316.00	\$316.00	\$0	\$0	\$0	\$0	\$0	\$0	No	Yes
Federal Government-San Diego	\$316.00	\$316.00	\$316.00	\$0	\$0	\$0	\$0	\$0	\$0	No	Yes
Kern County Fire Department		\$873	\$873	Inc.	Inc.	Inc.	Inc.	Inc.	Inc.	No	Yes
Los Angeles County Fire Department	14.5-19% of salary (\$2,320 Cafeteria Plan)	14.5-19% of salary (\$2,046 Cafeteria Plan)	\$860 (Cafeteria Plan)							No	Yes

## APPENDIX F

### 2006 EMPLOYER COST FOR HEALTH, DENTAL, AND VISION COVERAGE

Fire Department	Employer Amount Contributed for Medical			Employer Amount Contributed for Dental			Employer Amount Contributed for Vision			Does Employer contribution for new employees differ?	Does health plan include prescription drug coverage?
	Management	Supervisory	General	Management	Supervisory	General	Management	Supervisory	General		
Sacramento Metropolitan Fire District	\$1,123	\$1,123	\$1,123	\$82	\$82	\$82	\$19	\$19	\$19	No	Yes
Santa Clara County Fire Department	\$1,163	\$1,163	\$1,163	\$149	\$149	\$149	100% reimbursed	100% reimbursed	\$25	No	Yes
Ventura County Fire Department	\$537	\$537	\$537	Inc.	Inc.	Inc.	Inc.	Inc.	Inc.	No	Yes

NOTE: All benefits amounts shown are at the employee plus family coverage level.

1. Under Cafeteria Plans the employees are given a lump sum and choose the combination of dollar amounts that they want to spend on their health, dental and vision coverage. With other plans, the employer designates the dollar amount spent on coverage for each of the benefits.

## APPENDIX G

### 2006 LIFE INSURANCE AND ACCIDENTAL DEATH AND DISMEMBERMENT COSTS

Fire Department	Life Insurance Employer Cost (in cents/\$1,000)	Life Insurance Benefit	Accidental Death and Dismemberment Employer Cost (in cents/\$100)	Accidental Death and Dismemberment Benefit
<b>State of California</b>	<b>.24 (Unit Chief only**)</b>	<b>\$50,000</b>	<b>Included in life insurance</b>	<b>n/a</b>
City of Anaheim	.06	\$50,000	0	n/a
City of Bakersfield	.33	\$12,000	Included in life insurance	Included in life insurance
City of Berkeley	.13	\$25,000	Included in life insurance	Included in life insurance
City of Chula Vista	.12	\$50,000	.03	\$50,000
City of Fresno	.23 (Battalion Chief only)	1 x annual salary up to maximum of \$150,000-Mngmt	Included in life insurance (Battalion Chief only)	Included in life insurance (Battalion Chief only)
City of Long Beach	.124	\$20,000	0	n/a
City of Los Angeles	\$13 per month	Varies with each member – range of \$50,000 to \$500,000	Included in life insurance	Varies with each member – range of \$50,000 to \$500,000
City of Modesto	.14	Battalion Chief \$120,000/all others \$10,000	.03	Battalion Chief \$120,000 all others \$10,000
City of Oakland	\$3.40 per month	\$50,000	0	n/a
City of Riverside	.31	2 x annual salary up to \$500,000 (for Battalion Chief Only) \$10,000 for all other)	Included in life insurance	Included in life insurance
City Roseville	.125	2 x annual salary	.025	2 x annual salary
City of Sacramento	.27	\$50,000 for mgmt \$15,000 for all others	0	n/a
City of San Diego	.123	Employee choice of \$10,000 \$25,000 \$50,000	Included in life insurance	Included in life insurance

\*\*State of California provides life insurance to excluded or management employees only.

## APPENDIX G

### 2006 LIFE INSURANCE AND ACCIDENTAL DEATH AND DISMEMBERMENT COSTS

Fire Department	Life Insurance Employer Cost (in cents/\$1,000)	Life Insurance Benefit	Accidental Death and Dismemberment Employer Cost (in cents/\$100)	Accidental Death and Dismemberment Benefit
City and County of San Francisco	0	0	0	n/a
City of Santa Ana	.16	\$2 x annual salary up to maximum of \$300,000-Mngt \$20,00- all other fire classes	Included in life insurance	Included in life insurance
Contra Costa County Fire Protection District	.22	\$54,500-Mngt \$7,500- all other fire classes	0	n/a
Federal Government-Bay Area	4.50/biweekly	Basic Annual Salary plus \$2,000	Included in life insurance	Included in life insurance
Federal Government-Central	4.50/biweekly	Basic Annual Salary plus \$2,000	Included in life insurance	Included in life insurance
Federal Government-Los Angeles	4.50/biweekly	Basic Annual Salary plus \$2,000	Included in life insurance	Included in life insurance
Federal Government-Sacramento	4.50/biweekly	Basic Annual Salary plus \$2,000	Included in life insurance	Included in life insurance
Federal Government-San Diego	4.50/biweekly	Basic Annual Salary plus \$2,000	Included in life insurance	Included in life insurance
Kern County Fire Department	\$19/month (Deputy Chief and higher)	\$100,000	0	n/a
Los Angeles County Fire Department	Included in cafeteria	n/a	Included in cafeteria	n/a
Sacramento Metropolitan Fire District	.19	\$100,000	.05	\$100,000 \$20,000 (1st year)
Santa Clara County Fire Department	.25	\$50,000 mgmt \$40,000 Supv and General	.05	\$50,000 mgmt \$40,000 Supv and General
Ventura County Fire Department	\$8.67/ month mgmt	\$50,000	Included in life insurance	Included in life insurance

## APPENDIX H

### 2006 MANAGEMENT LEAVE PRACTICES

Fire Department	VACATION LEAVE					SICK LEAVE		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Annual Accrual	Maximum Accrual			
<i>State of California<sup>1</sup></i>	<i>84</i>	<i>132</i>	<i>156</i>	<i>168</i>	<i>180</i>	<i>96</i>	<i>unlimited</i>	<i>13-1 floater</i>	<i>0</i>	<i>No</i>
City of Anaheim	217.1 hrs	236.6 hrs	275.6 hrs	308.1 hrs	347.1 hrs	Included in annual leave	n/a	12	0	Can buy back all hours down to 240 hours.
City of Bakersfield	112.3 hrs	168.48 hrs	168.48 hrs	168.48 hrs	224.64 hrs	134.4 hrs per year	56 shifts	6.5 shifts (156 hours)	4.5 shifts per year (108 hours)	If 56 shifts are accrued, ½ can be cashed out
City of Berkeley	144 hrs	144 hrs	216 hrs	216 hrs	288 hrs	144 hrs per year	1800 hrs	13 + 3 floating	0	Can buy back up to half of accrual subject to 20 week per shift maximum
City of Chula Vista	112 hrs	168 hrs	224 hrs	288 hrs	288 hrs	134 hrs per year	Unlimited	10 + 3 floating	0	May sell one week of accrued vacation leave per year
City of Fresno	264 hrs	264 hrs	264 hrs	264 hrs	264 hrs	144 hrs per year	Unlimited	13	72 hours/year	Yes Annually can cash out holiday pay, and CTO. Vacation, Holiday, CTO leave can be cashed out at retirement. Sick leave is converted to health savings fund.
City of Long Beach	144 hrs	180 hrs	180 hrs	204 hrs	240 hrs	144 hrs	Unlimited	156 hours of "in-lieu holidays"	0	No
City of Los Angeles	16 days	16 days	24 days	24 days	24 days	12 days	112 days	13 days "in-lieu holidays"	0	No

<sup>1</sup> State of California Management Leave Practices pertain to Unit Chiefs only for this survey.

## APPENDIX H

### 2006 MANAGEMENT LEAVE PRACTICES

Fire Department	VACATION LEAVE					SICK LEAVE		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Annual Accrual	Maximum Accrual			
City of Modesto	144 hrs	144 hrs	274 hrs	317 hrs	353 hrs	144 hrs	3,000 hrs	11	112 hours	Yes – 72 vacation hours and/or 70 hours administrative leave
City of Oakland	168 hrs	168 hrs	216 hrs	264 hrs	288 hrs	144 hrs	144 hrs	163.02 hours of "holiday in lieu"	0	No
City of Riverside	123.2 hrs	156.8 hrs	201.6 hrs	246.4 hrs	246.4 hrs	12	12	11	0	No
City Roseville	144 hrs	192 hrs	216 hrs	240 hrs	264 hrs	144 hrs	Unlimited	144 hours	100 hours	Can cash out 100 hours of admin leave
City of Sacramento	112 hrs	168 hrs	168 hrs	168 hrs	224 hrs	12	12	14	5 days	If admin leave is not used, employee is paid for the unused hours
City of San Diego	17 days	17 days	22 days	22 days	27 days	Included in vacation accrual	n/a	11	0	No
City and County of San Francisco	10 days	15 days	15 days	20 days	20 days	13	106	11 paid 6% in-lieu	0	No
City of Santa Ana	15 days	15 days	17.5 days	20 days	25 days	144 hours	2040 hours	144 hours	5 days of Management vacation	Can buy back 5 days/year.
Contra Costa County Fire Protection District	168 hrs	168 hrs	168 hrs	228 hrs	288 hrs	144 hours per year	Unlimited	48 hours per year <sup>2</sup>	6.88 days	Can buy back up to 1/3 of annual accrual rate
Federal Government-Bay Area	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA

<sup>2</sup> Contra Costa County Fire Protection District- Holiday-receive 4 hrs/month of personal holiday

## APPENDIX H

### 2006 MANAGEMENT LEAVE PRACTICES

Fire Department	VACATION LEAVE					SICK LEAVE		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Annual Accrual	Maximum Accrual			
Federal Government-Central	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Federal Government-Los Angeles	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Federal Government-Sacramento	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Federal Government-San Diego	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Kern County Fire Department	112 hrs	168 hrs	224 hrs	280 hrs	280 hrs	0-5 yrs 90 hours 6-10 yrs 112 hours 11+ yrs 134 hours	144	11 paid 6 24 hour days in lieu	0	Upon retirement
Los Angeles County Fire Department	120 hrs	120 hrs	120 hrs	120 hrs	120 hrs	Included in annual leave	NA	11	30 days	Can buy back time 2 x a year if not on Mega Flex and does not use time during year
Sacramento Metropolitan Fire District	158 hrs	224 hrs	284 hrs	308 hrs	330 hrs	264 hrs	unlimited	12	0	Can sell up to 50% of accrued hours in excess of 1500 hours
Santa Clara County Fire Department	144 hrs	216 hrs	288 hrs	288 hrs	288 hrs	145.6 hrs	unlimited	12 paid 5.417% in lieu	0	No
Ventura County Fire Department	235 hrs	347 hrs	347 hrs	347 hrs	347 hrs	Included in annual leave	n/a	9 Receive 11.2 hours added to annual leave if work	At discretion of Chief	Upon using 112 hours during the past 12 months, staff may request pay in lieu of 224 hours per year



## APPENDIX H

### 2006 SUPERVISORY LEAVE PRACTICES

Fire Department	VACATION LEAVE					SICK LEAVE		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Annual Accrual	Maximum Accrual			
<b>State of California**</b>	<b>84 hrs</b>	<b>132 hrs</b>	<b>156 hrs</b>	<b>168 hrs</b>	<b>180 hrs</b>	<b>96 hrs</b>	<b>unlimited</b>	<b>13+1 floater</b>	<b>0</b>	<b>No</b>
City of Anaheim	253.5 hrs	273.0 hrs	312 hrs	344.5 hrs	383.5 hrs	Included in annual leave	n/a	12	0	Can buy back all hours down to 240 hours.
City of Bakersfield	112.3 hrs	168.48 hrs	168.48 hrs	168.48 hrs	224.64 hrs	134.4 hrs per year	56 shifts	6.5 shifts (156 hours)	0	If 56 shifts are accrued, ½ can be cashed out
City of Berkeley	144 hrs	144 hrs	216 hrs	216 hrs	288 hrs	12 <sup>1</sup>	1800 hrs	13 + 3 floating	0	Can buy back up to half of accrual subject to 20 week per shift maximum
City of Chula Vista	112 hrs	168 hrs	224 hrs	288 hrs	288 hrs	134 hrs per year	Unlimited	10 + 3 floating	0	May sell one week of accrued vacation leave per year
City of Fresno	144 hrs	144 hrs	180 hrs	180 hrs	240 hrs	12	Unlimited	13 <sup>2</sup>	0	Annually can cash out holiday pay, and CTO. Vacation, Holiday, CTO and sick leave can be cashed out at retirement. There are provision for sick leave over 2,000 and 2,000 hours.
City of Long Beach	144 hrs	180 hrs	180 hrs	204 hrs	240 hrs	144 hrs	Unlimited	156 hrs of "in-lieu holidays"	0	No

\*\*State of California – State supervisory firefighter classifications are not included in this survey.

<sup>1</sup>City of Berkeley-Sick leave, 2 days/month with 16 years of service.

<sup>2</sup>City of Fresno-Holiday, receive 13 hours/month in lieu of holiday (13 holidays)

## APPENDIX H

### 2006 SUPERVISORY LEAVE PRACTICES

Fire Department	VACATION LEAVE					SICK LEAVE		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Annual Accrual	Maximum Accrual			
City of Los Angeles	16 days	16 days	24 days	24 days	24 days	12 days	112 days	13 days "in-lieu holidays"	0	No
City of Modesto	144 hrs	144 hrs	274 hrs	317 hrs	353 hrs	144 hrs	3,000 hrs	11	0	Yes – 72 vacation hours
City of Oakland	168 hrs	168 hrs	216 hrs	264 hrs	288 hrs	144 hrs	144 hrs	163.02 hours of "holiday in lieu"	0	No
City of Riverside	123.2 hrs	156.8 hrs	201.6 hrs	246.4 hrs	246.4 hrs	12	12	11	0	No
City Roseville	144 hrs	192 hrs	216 hrs	240 hrs	264 hrs	144 hrs	Unlimited	144 hrs	0	No
City of Sacramento	112 hrs	168 hrs	168 hrs	168 hrs	224 hrs	12	12	14	0	No
City of San Diego	17 days	17 days	22 days	22 days	27 days	Included in vacation accrual	n/a	11	0	No
City and County of San Francisco	10 days	15 days	15 days	20 days	20 days	13	106	11 paid 6% in-lieu	0	No
City of Santa Ana	10 days	15 days	17.5 days	20 days	25 days	144 hrs	2040 hrs	144 hrs	0	Can cash out all or part of longevity vacation.
Contra Costa County Fire Protection District	168 hrs	168 hrs	168 hrs	168 hrs	228 hrs	144 hrs per year	Unlimited	13 days per year	0	No
Federal Government-Bay Area	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA

## APPENDIX H

### 2006 SUPERVISORY LEAVE PRACTICES

Fire Department	VACATION LEAVE					SICK LEAVE		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Annual Accrual	Maximum Accrual			
Federal Government-Central	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Federal Government-Los Angeles	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Federal Government-Sacramento	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Federal Government-San Diego	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Kern County Fire Department	112 hrs	168 hrs	224 hrs	280 hrs	280 hrs	0-5 yrs 90 hours 6-10 yrs 112 hours 11+ yrs 134 hours	144 hrs	11 paid 6 24 hour days in lieu	0	Upon retirement
Los Angeles County Fire Department	144 hrs	192 hrs	216 hrs	240 hrs	240 hrs	144 hrs	unlimited	132 hrs	30 days	Can buy back time 2 x a year if have not used time
Sacramento Metropolitan Fire District	158 hrs	224 hrs	284 hrs	308 hrs	330 hrs	264 hrs	unlimited	12	0	Can sell up to 50% of accrued hours in excess of 1500 hours
Santa Clara County Fire Department	144 hrs	216 hrs	288 hrs	288 hrs	288 hrs	145.6 hrs	unlimited	12 paid 5.417% in lieu	0	No
Ventura County Fire Department	288 hrs	300 hrs	300 hrs	348 hrs	348 hrs	Included in annual leave	n/a	12 8 hours added to annual leave if work	0	Upon using 112 hours during the past 12 months, staff may request pay in lieu of 224 hours per year

## APPENDIX H

### 2006 GENERAL LEAVE PRACTICES

Fire Department	VACATION LEAVE					SICK LEAVE		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Annual Accrual	Maximum Accrual			
<b>State of California**</b>	<b>93 hrs</b>	<b>129 hrs</b>	<b>153 hrs</b>	<b>165 hrs</b>	<b>177 hrs</b>	<b>96 hrs</b>	<b>unlimited</b>	<b>13+1 floater</b>	<b>0</b>	<b>No</b>
City of Anaheim	253.5 hrs	273.0 hrs	312 hrs	344.5 hrs	383.5 hrs	Included in annual leave	n/a	12	0	Can buy back all hours down to 240 hours.
City of Bakersfield	112.3 hrs	168.48 hrs	168.48 hrs	168.48 hrs	224.64 hrs	134.4 hours per year	56 shifts	6.5 shifts (156 hours)	0	If 56 shifts are accrued, ½ can be cashed out
City of Berkeley	144 hrs	144 hrs	216 hrs	216 hrs	288 hrs	12 <sup>1</sup>	1800 hrs	13 + 3 floating	0	Can buy back up to half of accrual subject to 20 week per shift maximum
City of Chula Vista	112 hrs	168 hrs	224 hrs	288 hrs	288 hrs	134 hrs per year	Unlimited	10 + 3 floating	0	May sell one week of accrued vacation leave per year
City of Fresno	144 hrs	144 hrs	180 hrs	180 hrs	240 hrs	12	Unlimited	13 <sup>2</sup>	0	Annually can cash out holiday pay, and CTO. Vacation, Holiday, CTO and sick leave can be cashed out at retirement. There are provision for sick leave over 2,000 and 2,000 hours.
City of Long Beach	144 hrs	180 hrs	180 hrs	204 hrs	240 hrs	144 hrs	Unlimited	156 hours of "in-lieu holidays"	0	No

\*\* State of California – This applies to Battalion Chiefs as well as all other state rank and file classifications.

<sup>1</sup> City of Berkeley- Sick leave, 2 days/month with 16 years of service.

<sup>2</sup> City of Fresno- Holiday, Receive 13 hours/ month in lieu of Holiday

## APPENDIX H

### 2006 GENERAL LEAVE PRACTICES

Fire Department	VACATION LEAVE					SICK LEAVE		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Annual Accrual	Maximum Accrual			
City of Los Angeles	16 days	16 days	24 days	24 days	24 days	12 days	112 days	13 days "in-lieu holidays"	0	No
City of Modesto	144 hrs	144 hrs	274 hrs	317 hrs	353 hrs	144 hrs	3,000 hrs	11	0	72 vacation hours
City of Oakland	168 hrs	168 hrs	216 hrs	264 hrs	288 hrs	144 hrs	144 hrs	163.02 hrs of "holiday in lieu"	0	No
City of Riverside	123.2 hrs	156.8 hrs	201.6 hrs	246.4 hrs	246.4 hrs	12	12	11	0	No
City Roseville	144 hrs	192 hrs	216 hrs	240 hrs	264 hrs	144 hrs	Unlimited	144 hrs	0	No
City of Sacramento	112 hrs	168 hrs	168 hrs	168 hrs	224 hrs	12	12	14	0	No
City of San Diego	17 days	17 days	22 days	22 days	27 days	Included in vacation accrual	n/a	11	0	No
City and County of San Francisco	10 days	15 days	15 days	20 days	20 days	13	106	11 paid 6% in-lieu	0	No
City of Santa Ana	10 days	15 days	17.5 days	20 days	25 days	144 hours	2040 hours	144 hours	0	Can cash out all or part of longevity vacation.
Contra Costa County Fire Protection District	168 hrs	168 hrs	168 hrs	168 hrs	228 hrs	144 hrs per year	Unlimited	13 days per year	0	No
Federal Government-Bay Area	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Federal Government-Central	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA

**APPENDIX H**  
**2006 GENERAL LEAVE PRACTICES**

Fire Department	VACATION LEAVE					SICK LEAVE		HOLIDAYS	ADMINISTRATIVE LEAVE	BUY BACK
	Year 1	Year 5	Year 10	Year 15	Year 20	Annual Accrual	Maximum Accrual			
Federal Government-Sacramento	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Federal Government-San Diego	104 hrs	156 hrs	156 hrs	208 hrs	208 hrs	104 hrs	Unlimited	10	DNA	DNA
Kern County Fire Department	112 hrs	168 hrs	224 hrs	280 hrs	280 hrs	0-5 yrs 90 hours 6-10 yrs 112 hours 11+ yrs 134 hours	144	11 paid 6 24 hour days in lieu	0	Upon retirement
Los Angeles County Fire Department	144 hrs	192 hrs	216 hrs	240 hrs	240 hrs	144	unlimited	132 hrs	30 days	Can buy back time 2x a year if have not used time.
Sacramento Metropolitan Fire District	158 hrs	224 hrs	284 hrs	308 hrs	330 hrs	264	unlimited	12	0	Can sell up to 50% of accrued hours in excess of 1500 hours
Santa Clara County Fire Department	144 hrs	216 hrs	288 hrs	288 hrs	288 hrs	145.6	unlimited	12 paid 5.417% in lieu	0	No
Ventura County Fire Department	288 hrs	300 hrs	300 hrs	348 hrs	348 hrs	Included in annual leave	n/a	12 8 hours added to annual leave if work	0	After 1 year of services, ½ of all accumulated combined leave may be redeemed

**APPENDIX I**  
**2006 RETIREMENT PRACTICES**

Fire Department	Employer Cost for Retirement	Retirement Benefit	Retirement Formula	Retirement Plan	Vesting	Employer pick up amount different for new employees
<i>State of California</i>	<i>24.505%</i>	<i>3% @50</i>	<i>Highest average 12 months</i>	<i>CalPERS</i>	<i>5 yrs and age 50</i>	<i>No</i>
City of Anaheim	19.056%- FireFighter- Fire Captain 22.32%- Battalion Chief	3% @ 50	Highest Year	CalPERS	5 years	No
City of Bakersfield	21.87%	3% @ 50	Highest Year	CalPERS	5 years	Yes 2% p/u from employer year 0-6 9% p/u from employer year 7+
City of Berkeley	25.794%	3% @ 50	Highest Year	CalPERS	5 years	No
City of Chula Vista	21.055%	3% @ 50	Highest Year	CalPERS	5 years	No
City of Fresno	17.43%	2% @ 50 up to a max of 75% of final average salary	Final Average Salary=average monthly pay earned during highest consecutive three years of services	City of Fresno Retirement System	5 years	No
City of Long Beach	16.948%	3% @ 50	Highest Year	CalPERS	5 years	No
City of Los Angeles	25.92%	Varies based upon election up to max of 40%	Final Average Salary	LAPD/LAFD Pension	Varies	No
City of Modesto	24.421%	3% @ 50	Highest Year	CalPERS	5 years	No
City of Oakland	27.7%	3% @ 50	Highest Year	CalPERS	5 years	No
City of Riverside	19.015%	3% @ 50	Highest Year	CalPERS	5 years	No

# APPENDIX I

## 2006 RETIREMENT PRACTICES

Fire Department	Employer Cost for Retirement	Retirement Benefit	Retirement Formula	Retirement Plan	Vesting	Employer pick up amount different for new employees
City Roseville	16.143% (Mngmt) 19.737% (Fire Chief) 16.143% (Fire Fighters)	3% @ 50	Highest Year	CalPERS	5 years	No
City of Sacramento	22.947%	3% @ 55	Highest Year	CalPERS	5 years	No
City of San Diego	49.88%	3% @ 50	Highest Year	1937 Act <sup>1</sup>	10 years @ 55 20 years @ 50	No
City of San Francisco	6.42%	Max benefit 90%	Final year	SF City and County Charter Section A8.585 Firefighter Plan	5 years	No
City of Santa Ana	24.49%	3% @ 50	Highest 12 Consecutive Months	CalPERS	5 years	No
Contra Costa County Fire Protection District	41.15%	3% @ 50	Highest Year	1937 Act	5 years	No
Federal Government-Bay Area	22.7%	1.7% of highest 3 years x years of service	Highest 3 Years	FERS	5 years	No
Federal Government-Central	22.7%	1.7% of highest 3 years x years of service	Highest 3 Years	FERS	5 years	No
Federal Government-Los Angeles	22.7%	1.7% of highest 3 years x years of service	Highest 3 Years	FERS	5 years	No
Federal Government-Sacramento	22.7%	1.7% of highest 3 years x years of service	Highest 3 Years	FERS	5 years	No
Federal Government-San Diego	22.7%	1.7% of highest 3 years x years of service	Highest 3 Years	FERS	5 years	No



## APPENDIX I

### 2006 RETIREMENT PRACTICES

Fire Department	Employer Cost for Retirement	Retirement Benefit	Retirement Formula	Retirement Plan	Vesting	Employer pick up amount different for new employees
Kern County Fire Department	47.17%	3%@50	Highest Consecutive 12 Months	1937 Act	5 years	Yes
Los Angeles County Fire Department	22.7%	2%@50	Average of Highest consecutive 12-Months	Los Angeles County Employees Retirement Association (LACERA)	5 Years	No
Sacramento Metropolitan Fire District	18.271%	3%@50	Single Highest Year	CalPERS	5 Years	No
Santa Clara County Fire Department	26.532%	3%@50	Single Highest Year	CalPERS	5 Years	No
Ventura County Fire Department	46.41%	2%@50	Highest Average Monthly Salary for 12 Months	1937 Act	5 Years	No

1. The 1937 Act provides for retirement systems for county and district employees in those counties adopting its provisions pursuant to Section 31500. These are separate entities, separate and apart from each other and CalPERS. NOTE: The 1937 Act was enacted to recognize a public obligation to county and district employees who become incapacitated by age or long service in public employment and its accompanying physical disabilities by making provision for retirement compensation and death benefits as additional elements of compensation for future services and to provide a means by which public employees who become incapacitated may be replaced by more capable employees to the betterment of the public service without prejudice and without inflicting a hardship upon the employees removed.

Twenty California counties operate retirement systems under the provisions of the 1937 Act. These are: Alameda, Contra Costa, Fresno, Imperial, Kern, Los Angeles, Marin, Mendocino, Merced, Orange, Sacramento, San Bernardino, San Diego, San Joaquin, San Mateo, Santa Barbara, Sonoma, Stanislaus, Tulare and Ventura.

## APPENDIX J

### 2006 RETIREE HEALTH COVERAGE

Fire Department	Amount Contributed for Retiree Medical			Amount Contributed for Retiree + Spouse Medical			Amount Contributed for Retiree + Family Medical			Vesting		
	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN
<i>State of California</i>	\$394	\$394	\$394	\$738	\$738	\$738	\$933	\$933	\$933	10 yrs – 50% 11-19 yrs – 50% + 5% for each year 20 yrs – 100%	10 yrs – 50% 11-19 yrs – 50% + 5% for each year 20 yrs – 100%	10 yrs – 50% 11-19 yrs – 50% + 5% for each year 20 yrs – 100%
City of Anaheim	\$675.31	\$675.31	\$675.31	\$675.31	\$675.31	\$675.31	n/a	n/a	n/a	5 years	5 years	5 years
City of Bakersfield	After 6 years of employment, City will match up to 1% of base salary for a retirement health savings account.									6 years	6 years	6 years
City of Berkeley	\$242.26	\$242.26	\$242.26	\$482.86	\$482.86	\$482.86	0	0	0	10 yrs of service = 25% 15 years of service = 50% 20 years of service = 75% 25 years of service = 100%		
City of Chula Vista	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
City of Fresno	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
City of Long Beach	At retirement, sick leave hours are converted to a fund for health and dental premiums.									n/a	n/a	n/a
City of Los Angeles	\$983	\$983	\$983	\$983	\$983	\$983	\$983	\$983	\$983	None	None	5 years
City of Modesto	\$64.60	\$64.60	\$64.60	\$64.60	\$64.60	\$64.60	\$64.60	\$64.60	\$64.60	5 years	5 years	5 years

## APPENDIX J

### 2006 RETIREE HEALTH COVERAGE

Fire Department	Amount Contributed for Retiree Medical			Amount Contributed for Retiree + Spouse Medical			Amount Contributed for Retiree + Family Medical			Vesting		
	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN
City of Oakland	\$198.85	\$198.85	\$198.85	\$386.48	\$386.48	\$386.48	\$501.19	\$501.19	\$501.19	10 years	10 years	10years
City of Riverside	\$308.00	\$308.00	\$308.00	\$619.49	\$619.49	\$619.49	\$859.52	\$859.52	\$859.52	20 years	20 years	20 years
City Roseville	\$1,054.70	\$525.00	\$525.00	\$1,054.70	\$525.00	\$525.00	\$1,054.70	\$525.00	\$525.00	5 years with City and 10 years with Calpers	5 years with City and 10 years with Calpers	5 years with City and 10 years with Calpers
City of Sacramento	\$354.42	\$354.42	\$354.42	0	0	0	0	0	0	20 years	20 years	20 years
City of San Diego	\$530.96	\$530.96	\$530.96	\$1,061.92	\$1,061.92	\$1,061.92	\$1,502.62	\$1,502.62	\$1,502.62	20 years for 100% 10 years for 50%	20 years for 100% 10 years for 50%	20 years for 100% 10 years for 50%
City and County of San Francisco	\$368.49	\$368.49	\$368.49	\$725.94	\$725.94	\$725.94	\$860.15	\$860.15	\$860.15	5 years	5 years	5 years
City of Santa Ana	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	10 years	10 years	10 years
Contra Costa County Fire Protection District	\$338.76	\$338.76	\$338.76	\$677.52	\$677.52	\$677.52	\$880.78	\$880.78	\$880.78	10 years	10 years	10 years
Federal Government-Bay Area	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	5 years	5 years	5 years
Federal Government-Central	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	5 years	5 years	5 years

## APPENDIX J

### 2006 RETIREE HEALTH COVERAGE

Fire Department	Amount Contributed for Retiree Medical			Amount Contributed for Retiree + Spouse Medical			Amount Contributed for Retiree + Family Medical			Vesting		
	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN
Federal Government-Los Angeles	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	5 years	5 years	5 years
Federal Government-Sacramento	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	5 years	5 years	5 years
Federal Government-San Diego	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	\$316.00	5 years	5 years	5 years
Kern County Fire Department	\$39.75	\$39.75	\$39.75	\$53.69	\$53.69	\$53.69	\$61.50	\$61.50	\$61.50	5 years	5 years	5 years
Los Angeles County Fire Department	100% after 25 years. Cost varies according to plan, covered dependents and years of service.									5 years	5 years	5 years
Sacramento Metropolitan Fire District	\$1106	\$1106	\$1106	\$1106	\$1106	\$1106	\$1106	\$1106	\$1106	5 years	5 years	5 years
Santa Clara County Fire Department	\$411	\$411	\$411	0	0	0	0	0	0	7 years and age 50	7 years and age 50	7 years and age 50
Ventura County Fire Department	0	VCPA Trust \$250/mo for those who qualify	VCPA Trust \$250/mo for those who qualify	0	VCPA Trust \$250/mo for those who qualify	VCPA Trust \$250/mo for those who qualify	0	VCPA Trust \$250/mo for those who qualify	VCPA Trust \$250/mo for those who qualify	NA	Must be receiving a pension from VCERA and had coverage as an active employee with no lapse in coverage	Must be receiving a pension from VCERA and had coverage as an active employee with no lapse in coverage

## APPENDIX K

### 2006 RETIREE DENTAL COVERAGE

Fire Department	Amount Contributed for Retiree Medical			Amount Contributed for Retiree + Spouse Medical			Amount Contributed for Retiree + Family Medical			Vesting		
	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN
<b>State of California</b>	<b>\$35.04</b>	<b>\$35.04</b>	<b>\$35.04</b>	<b>\$61.73</b>	<b>\$61.73</b>	<b>\$61.73</b>	<b>\$89.55</b>	<b>\$89.55</b>	<b>\$89.55</b>	<b>10 years</b>	<b>10 years</b>	<b>10 years</b>
City of Anaheim	\$54.93	\$54.93	\$54.93	\$54.93	\$54.93	\$54.93	n/a	n/a	n/a	5 years	5 years	5 years
City of Bakersfield	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
City of Berkeley	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
City of Chula Vista	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
City of Fresno	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
City of Long Beach	At retirement, sick leave hours are converted to a fund for health and dental premiums									n/a	n/a	n/a
City of Los Angeles	\$37.18	\$37.18	\$37.18	\$37.18	\$37.18	\$37.18	\$37.18	\$37.18	\$37.18	None	None	5 years
City of Modesto	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	5 years	5 years	5 years
City of Oakland	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
City of Riverside	\$17.61	\$17.61	\$17.61	\$26.70	\$26.70	\$26.70	\$39.73	\$39.73	\$39.73	20 years	20 years	20 years
City Roseville	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	5 years with City and 10 years with Calpers	5 years with City and 10 years with Calpers	5 years with City and 10 years with Calpers

## APPENDIX K

### 2006 RETIREE DENTAL COVERAGE

Fire Department	Amount Contributed for Retiree Medical			Amount Contributed for Retiree + Spouse Medical			Amount Contributed for Retiree + Family Medical			Vesting		
	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN
City of Sacramento	\$42.00	\$42.00	\$42.00	0	0	0	0	0	0	20 years	20 years	20 years
City of San Diego	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
City and County of San Francisco	\$109.07	\$109.07	\$109.07	0	0	0	0	0	0	5 years	5 years	5 years
City of Santa Ana	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	1.75% of base salary	10 years	10 years	10 years
Contra Costa County Fire Protection District	\$30.92	\$30.92	\$30.92	\$69.53	\$69.53	\$69.53	\$69.53	\$69.53	\$69.53	10 years	10 years	10 years
Federal Government-Bay Area	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
Federal Government-Central	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
Federal Government-Los Angeles	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
Federal Government-Sacramento	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
Federal Government-San Diego	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
Kern County Fire Department	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
Los Angeles County Fire Department	100% after 25 years. Cost varies according to plan, covered dependents and years of service.									5 years	5 years	5 years

## APPENDIX K

### 2006 RETIREE DENTAL COVERAGE

Fire Department	Amount Contributed for Retiree Medical			Amount Contributed for Retiree + Spouse Medical			Amount Contributed for Retiree + Family Medical			Vesting		
	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN	MNGT	SUPVY	GEN
Sacramento Metropolitan Fire District	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a
Santa Clara County Fire Department	0	0	0	0	0	0	0	0	0	n/a	n/s	n/a
Ventura County Fire Department	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a

## Appendix L

### Unplanned Emergency Overtime Earned by State of California Firefighters Data for Pay Periods January 2006 through December 2006

Pay Period	Class Code	Classification Title	Gross Pay	Number of Employees	Average Emergency Overtime by Pay Period	Estimated Monthly Total Comp <sup>1</sup>	Total Comp plus Emergency Overtime
2006-01	1077	Fire Apparatus Engineer	\$401,118	406	\$988	\$7,404	\$8,392
2006-01	1082	Firefighter II	\$224,172	258	\$869	\$6,616	\$7,485
2006-01	1095	Fire Captain	\$703,041	715	\$983	\$8,371	\$9,354
2006-01	1755	Fire Fighter (Paramedic)	\$128,208	138	\$929	\$7,571	\$8,500
2006-01	1756	Fire Apparatus Engineer (Paramedic)	\$70,943	54	\$1,314	\$8,361	\$9,675
2006-01	1757	Fire Captain (Paramedic)	\$43,438	34	\$1,278	\$9,361	\$10,639
2006-01	9723	Battalion Chief (Non-Supervisory)	\$206,244	152	\$1,357	\$11,465	\$12,822
<b>2006-01 TOTAL</b>			<b>\$1,777,164</b>	<b>1,757</b>	<b>\$1,011</b>	<b>\$8,450</b>	<b>\$9,461</b>
2006-02	1077	Fire Apparatus Engineer	\$729,719	511	\$1,428	\$7,404	\$8,832
2006-02	1082	Firefighter II	\$318,901	284	\$1,123	\$6,616	\$7,739
2006-02	1095	Fire Captain	\$1,833,765	927	\$1,978	\$8,371	\$10,349
2006-02	1755	Fire Fighter (Paramedic)	\$176,175	157	\$1,122	\$7,571	\$8,693
2006-02	1756	Fire Apparatus Engineer (Paramedic)	\$100,432	69	\$1,456	\$8,361	\$9,817
2006-02	1757	Fire Captain (Paramedic)	\$64,132	39	\$1,644	\$9,361	\$11,005
2006-02	9723	Battalion Chief (Non-Supervisory)	\$306,552	182	\$1,684	\$11,465	\$13,149
<b>2006-02 TOTAL</b>			<b>\$3,529,676</b>	<b>2,169</b>	<b>\$1,627</b>	<b>\$8,450</b>	<b>\$10,077</b>
2006-03	1077	Fire Apparatus Engineer	\$674,690	528	\$1,278	\$7,404	\$8,682
2006-03	1082	Firefighter II	\$380,583	305	\$1,248	\$6,616	\$7,864
2006-03	1095	Fire Captain	\$1,089,190	879	\$1,239	\$8,371	\$9,610
2006-03	1755	Fire Fighter (Paramedic)	\$198,814	162	\$1,227	\$7,571	\$8,798
2006-03	1756	Fire Apparatus Engineer (Paramedic)	\$103,754	74	\$1,402	\$8,361	\$9,763
2006-03	1757	Fire Captain (Paramedic)	\$61,549	36	\$1,710	\$9,361	\$11,071
2006-03	9723	Battalion Chief (Non-Supervisory)	\$188,215	173	\$1,088	\$11,465	\$12,553
<b>2006-03 TOTAL</b>			<b>\$2,696,795</b>	<b>2,157</b>	<b>\$1,250</b>	<b>\$8,450</b>	<b>\$9,700</b>
2006-04	1077	Fire Apparatus Engineer	\$675,939	510	\$1,325	\$7,404	\$8,729
2006-04	1082	Firefighter II	\$389,240	303	\$1,285	\$6,616	\$7,901
2006-04	1095	Fire Captain	\$1,086,071	869	\$1,250	\$8,371	\$9,621
2006-04	1755	Fire Fighter (Paramedic)	\$204,945	152	\$1,348	\$7,571	\$8,919
2006-04	1756	Fire Apparatus Engineer (Paramedic)	\$108,273	77	\$1,406	\$8,361	\$9,767
2006-04	1757	Fire Captain (Paramedic)	\$70,105	39	\$1,798	\$9,361	\$11,159
2006-04	9723	Battalion Chief (Non-Supervisory)	\$233,178	182	\$1,281	\$11,465	\$12,746
<b>2006-04 TOTAL</b>			<b>\$2,767,752</b>	<b>2,132</b>	<b>\$1,298</b>	<b>\$8,450</b>	<b>\$9,748</b>
2006-05	1077	Fire Apparatus Engineer	\$663,193	505	\$1,313	\$7,404	\$8,717
2006-05	1082	Firefighter II	\$463,662	308	\$1,505	\$6,616	\$8,121
2006-05	1095	Fire Captain	\$1,094,515	871	\$1,257	\$8,371	\$9,628
2006-05	1755	Fire Fighter (Paramedic)	\$213,756	143	\$1,495	\$7,571	\$9,066
2006-05	1756	Fire Apparatus Engineer (Paramedic)	\$134,896	85	\$1,587	\$8,361	\$9,948
2006-05	1757	Fire Captain (Paramedic)	\$72,296	36	\$2,008	\$9,361	\$11,369
2006-05	9723	Battalion Chief (Non-Supervisory)	\$255,010	183	\$1,393	\$11,465	\$12,858
<b>2006-05 TOTAL</b>			<b>\$2,897,328</b>	<b>2,131</b>	<b>\$1,360</b>	<b>\$8,450</b>	<b>\$9,809</b>



## Appendix L

### Unplanned Emergency Overtime Earned by State of California Firefighters Data for Pay Periods January 2006 through December 2006

Pay Period	Class Code	Classification Title	Gross Pay	Number of Employees	Average Emergency Overtime by Pay Period	Estimated Monthly Total Comp <sup>1</sup>	Total Comp plus Emergency Overtime
2006-06	1077	Fire Apparatus Engineer	\$711,022	547	\$1,300	\$7,404	\$8,704
2006-06	1082	Firefighter II	\$400,803	261	\$1,536	\$6,616	\$8,152
2006-06	1095	Fire Captain	\$1,417,034	1,041	\$1,361	\$8,371	\$9,732
2006-06	1755	Fire Fighter (Paramedic)	\$219,072	146	\$1,500	\$7,571	\$9,071
2006-06	1756	Fire Apparatus Engineer (Paramedic)	\$126,009	77	\$1,636	\$8,361	\$9,997
2006-06	1757	Fire Captain (Paramedic)	\$74,717	39	\$1,916	\$9,361	\$11,277
2006-06	9723	Battalion Chief (Non-Supervisory)	\$302,029	179	\$1,687	\$11,465	\$13,152
<b>2006-06 TOTAL</b>			<b>\$3,250,685</b>	<b>2,290</b>	<b>\$1,420</b>	<b>\$8,450</b>	<b>\$9,869</b>
2006-07	1077	Fire Apparatus Engineer	\$3,514,658	776	\$4,529	\$7,404	\$11,933
2006-07	1082	Firefighter II	\$1,002,404	320	\$3,133	\$6,616	\$9,749
2006-07	1095	Fire Captain	\$11,182,118	1,441	\$7,760	\$8,371	\$16,131
2006-07	1755	Fire Fighter (Paramedic)	\$511,175	159	\$3,215	\$7,571	\$10,786
2006-07	1756	Fire Apparatus Engineer (Paramedic)	\$358,729	91	\$3,942	\$8,361	\$12,303
2006-07	1757	Fire Captain (Paramedic)	\$269,713	42	\$6,422	\$9,361	\$15,783
2006-07	9723	Battalion Chief (Non-Supervisory)	\$2,113,417	249	\$8,488	\$11,465	\$19,953
<b>2006-07 TOTAL</b>			<b>\$18,952,214</b>	<b>3,078</b>	<b>\$6,157</b>	<b>\$8,450</b>	<b>\$14,607</b>
2006-08	1077	Fire Apparatus Engineer	\$1,406,747	713	\$1,973	\$7,404	\$9,377
2006-08	1082	Firefighter II	\$417,492	290	\$1,440	\$6,616	\$8,056
2006-08	1095	Fire Captain	\$4,244,528	1,312	\$3,235	\$8,371	\$11,606
2006-08	1755	Fire Fighter (Paramedic)	\$202,730	140	\$1,448	\$7,571	\$9,019
2006-08	1756	Fire Apparatus Engineer (Paramedic)	\$180,409	83	\$2,174	\$8,361	\$10,535
2006-08	1757	Fire Captain (Paramedic)	\$122,746	39	\$3,147	\$9,361	\$12,508
2006-08	9723	Battalion Chief (Non-Supervisory)	\$788,309	238	\$3,312	\$11,465	\$14,777
<b>2006-08 TOTAL</b>			<b>\$7,362,961</b>	<b>2,815</b>	<b>\$2,616</b>	<b>\$8,450</b>	<b>\$11,065</b>
2006-09	1077	Fire Apparatus Engineer	\$1,570,353	726	\$2,163	\$7,404	\$9,567
2006-09	1082	Firefighter II	\$408,149	284	\$1,437	\$6,616	\$8,053
2006-09	1095	Fire Captain	\$5,340,297	1,331	\$4,012	\$8,371	\$12,383
2006-09	1755	Fire Fighter (Paramedic)	\$196,190	167	\$1,175	\$7,571	\$8,746
2006-09	1756	Fire Apparatus Engineer (Paramedic)	\$188,244	83	\$2,268	\$8,361	\$10,629
2006-09	1757	Fire Captain (Paramedic)	\$143,897	44	\$3,270	\$9,361	\$12,631
2006-09	9723	Battalion Chief (Non-Supervisory)	\$1,023,161	253	\$4,044	\$11,465	\$15,509
<b>2006-09 TOTAL</b>			<b>\$8,870,292</b>	<b>2,888</b>	<b>\$3,071</b>	<b>\$8,450</b>	<b>\$11,521</b>
2006-10	1077	Fire Apparatus Engineer	\$1,189,578	682	\$1,744	\$7,404	\$9,148
2006-10	1082	Firefighter II	\$407,053	270	\$1,508	\$6,616	\$8,124
2006-10	1095	Fire Captain	\$3,073,229	1,259	\$2,441	\$8,371	\$10,812
2006-10	1755	Fire Fighter (Paramedic)	\$211,502	160	\$1,322	\$7,571	\$8,893
2006-10	1756	Fire Apparatus Engineer (Paramedic)	\$154,578	78	\$1,982	\$8,361	\$10,343
2006-10	1757	Fire Captain (Paramedic)	\$96,778	41	\$2,360	\$9,361	\$11,721
2006-10	9723	Battalion Chief (Non-Supervisory)	\$663,232	242	\$2,741	\$11,465	\$14,206
<b>2006-10 TOTAL</b>			<b>\$5,795,949</b>	<b>2,732</b>	<b>\$2,122</b>	<b>\$8,450</b>	<b>\$10,571</b>

## Appendix L

### Unplanned Emergency Overtime Earned by State of California Firefighters Data for Pay Periods January 2006 through December 2006

Pay Period	Class Code	Classification Title	Gross Pay	Number of Employees	Average Emergency Overtime by Pay Period	Estimated Monthly Total Comp <sup>1</sup>	Total Comp plus Emergency Overtime
2006-11	1077	Fire Apparatus Engineer	\$1,078,214	629	\$1,714	\$7,404	\$9,118
2006-11	1082	Firefighter II	\$512,425	303	\$1,691	\$6,616	\$8,307
2006-11	1095	Fire Captain	\$3,327,910	1,215	\$2,739	\$8,371	\$11,110
2006-11	1755	Fire Fighter (Paramedic)	\$260,013	163	\$1,595	\$7,571	\$9,166
2006-11	1756	Fire Apparatus Engineer (Paramedic)	\$164,524	83	\$1,982	\$8,361	\$10,343
2006-11	1757	Fire Captain (Paramedic)	\$117,866	40	\$2,947	\$9,361	\$12,308
2006-11	9723	Battalion Chief (Non-Supervisory)	\$714,752	226	\$3,163	\$11,465	\$14,628
<b>2006-11 TOTAL</b>			<b>\$6,175,704</b>	<b>2,659</b>	<b>\$2,323</b>	<b>\$8,450</b>	<b>\$10,772</b>
2006-12	1077	Fire Apparatus Engineer	\$755,705	538	\$1,405	\$7,404	\$8,809
2006-12	1082	Firefighter II	\$299,033	266	\$1,124	\$6,616	\$7,740
2006-12	1095	Fire Captain	\$1,929,813	988	\$1,953	\$8,371	\$10,324
2006-12	1755	Fire Fighter (Paramedic)	\$166,301	162	\$1,027	\$7,571	\$8,598
2006-12	1756	Fire Apparatus Engineer (Paramedic)	\$121,967	81	\$1,506	\$8,361	\$9,867
2006-12	1757	Fire Captain (Paramedic)	\$74,047	37	\$2,001	\$9,361	\$11,362
2006-12	9723	Battalion Chief (Non-Supervisory)	\$417,013	183	\$2,279	\$11,465	\$13,744
<b>2006-12 TOTAL</b>			<b>\$3,763,877</b>	<b>2,255</b>	<b>\$1,669</b>	<b>\$8,450</b>	<b>\$10,119</b>
<b>2006 GRAND TOTAL</b>			<b>\$67,840,398</b>	<b>29,063</b>	<b>\$2,334</b>	<b>\$8,450</b>	<b>\$10,784</b>

Source: State Controller's Office, data is unadjusted.

1. Unplanned emergency overtime is the average for surveyed classifications.

2. Estimated Monthly Total Compensation for each classification is from the 2006 Survey of Total Compensation for Firefighters in California. \$8,450 is the average of the estimated monthly total compensations for the State's surveyed rank-and-file classifications